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## UTSA launches certification campaign

by George Cook

The University of Toronto Staff Association has decided to launch a campaign for certification as a local of the Canadian Union of Public Employees (CUPE).

At their annual meeting in Hart House Theatre April 30 the approximately 400 UTSA members in attendance voted by a large majority to authorize their executive and Board of Representatives to launch the campaign.

If 55 percent of eligible employees sign union cards within a six-month period, certification will be granted automatically by the Ontario Labour Relations Board. If 45 percent join, the board will conduct a vote and if 50 per-

cent of employees plus one vote yes, certification will ensue, UTSA president David Askew said.

Askew introduced the motion to certify on behalf of the UTSA Board of Representatives. The board met on the evening of April 29 to discuss the association's response to a decision by the Business Affairs Committee, taken that afternoon, not to recommend negotiations for a memorandum of agreement between Governing Council and the staff association.

In the light of the decision by business affairs, the board felt that certification under the Ontario Labour Relations Act remained the only alternative to the current situation, in which UTSA can discuss salaries, benefits and personnel policy but cannot negotiate.

Loss of the principle of parity in salary increases for faculty and administrative staff was also indicative of the need to seek union status, Askew said. He cited the Feb. 24 decision of the Governing Council Executive Committee not to refer a motion to increase staff salaries to the full Council. A 3.5 percent increase, in addition to the three percent basic increase awarded July 1, 1986, would have matched the 6.5 percent increase awarded to the

academic staff by a dispute resolution panel in January, he said.

The revitalized relationship with staff proposed by President George Connell in his renewal paper was unlikely to change things, Askew said. "It certainly wouldn't be a new relationship. Things

would stay the way they are, but the administration would try harder," he said.

After reviewing viable alternatives, including the formation of an independent union and affiliation with either the

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Staff  
salary  
proposals

The University of Toronto Staff Association is asking for a basic salary increase of about 14 percent for administrative staff for 1987-88.

In a letter to members, UTSA says it has asked the University for a three percent increase in partial recognition of the markedly increased productivity of administrative staff, a 5.7 percent catch-up increase to compensate for the amount by which the economic increase has fallen behind inflation in the years 1982 to 1986 and an increase to match current inflation — 5.4 percent in Toronto last year, according to Statistics Canada.

The association is also seeking an additional salary increase of 10 percent for staff who work in groups identified as predominantly female occupational groups by Ontario's pay equity legislation.

UTSA goes on to request discussions on a variety of work-time models for staff including flexible hours, job-sharing and the payment of four years' salary over five to allow year-long leaves. Staff members whose positions are eliminated due to organizational change should be offered at least one suitable position at the University, UTSA says.

The association also proposes implementation of a vision care plan, improvements in the dental plan, dental plan payments based on the current Ontario Dental Association schedule, more vacation time for non-managerial administrative staff, indexation of long-term disability payments and the payment of lump sums to those on disability equal to the economic increase awarded to staff. It also wants maternity leave extended to six months at full salary.

In addition, the association says that the staff pension fund should be man-

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Business affairs votes against  
memorandum negotiations

The Business Affairs Committee has decided not to recommend that Governing Council negotiate with the staff association for a memorandum of agreement.

At its April 29 meeting, the committee defeated a motion by staff representative Michael Jackel asking Council to open negotiations with UTSA on a memorandum similar to the one governing relations with the faculty.

President George Connell said at the meeting a renewed relationship with the staff, based on mutual trust and cooperation, was possible; however, if the staff were to decide to enter into a bargaining relationship with the Univer-

sity, it should do so in accordance with the Ontario Labour Relations Act.

Negotiations with the staff association for a memorandum would not bear fruit unless there were a prior agreement by Governing Council to accept binding third-party arbitration of disputes. "The gulf is too great to be bridged by negotiation unless we receive specific instructions" to accept binding arbitration, Connell said.

But binding arbitration would shift responsibility for University policy, including personnel policy, from Governing Council to an external party. It would also entail a higher degree of cen-

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## A flaunting of falcons

One lecture of particular interest to those attending the International Society of Anglo-Saxonists Conference at UC April 20 to 23 was

"A Flaunting of Falcons" (along with a Harris hawk, barn owl and black vulture), which vividly illustrated a favourite pastime of Anglo-

Saxon kings. The demonstration was conducted by Carole Precious and Michelle Bartlette, falconers with the African Lion Safari.



# Campaign

Continued from Page 1

Ontario Public Service Employees Union or CUPE, the board and executive decided to recommend affiliation with the latter.

The CUPE constitution affords local affiliates a margin of autonomy, Askew said, and the local would benefit from the expertise of CUPE staff in certification and bargaining. The presence at the University of CUPE Local 1230, representing library workers, also contributed to the decision to recommend affiliation.

Should staff approve certification as a CUPE local, monthly dues would rise to about one percent of base salary. (Later in the meeting, association members voted to raise dues to .38 percent of base salary from the current .31 percent. The additional money will pay for a half-time field worker and legal advice.)

Askew said about 3,000 of the University's 3,771 administrative staff members would probably be eligible to join a union, but the exact number is difficult to predict with accuracy. Managerial staff who hire and fire or employees who are privy to confidential information concerning labour relations are usually excluded from bargaining units, a CUPE representative told the meeting. However, employees who perform some supervisory functions but do not hire and fire may be deemed eligible for membership, the representative said.

## Next Bulletin

The next issue of the *Bulletin* will be published May 25.

The deadline for receipt of events and booking of display ads is May 11.

Editorial material and classified ads should be in the *Bulletin* offices at 45 Willcocks St. by May 15.

The staff association members who spoke in favour of the motion to pursue certification made a number of points. One said membership in a union would give staff a real voice in the setting of salaries, benefits and personnel policies. Another said the continuing pressures of underfunding would force the University to find ways to cut costs at the administrative staff's expense unless it certified under the Labour Relations Act to advance and protect its interests. Unionization would put staff on a more equal footing with the administration, thus facilitating meaningful agreements on issues of concern. A strike would only occur with majority support of the members when all other means of concluding an agreement had failed.

The UTSA members who spoke against said there was no place for strikes in fields such as education or health care and that if the working groups now considering personnel policy were allowed to do their jobs the prospects for administrative staff would improve before long. One said the association leadership had unfairly cast the administration in a bad light and had acted in a confrontational, rather than cooperative manner, making use of "scare tactics" concerning a "pay for performance" suggestion. Vilification led to a loggerhead mentality; more could be achieved by conciliation and goodwill.

In the course of the meeting, UTSA members asked many questions concerning matters such as eligibility for inclusion in the bargaining unit, the experience of employees at other institutions during certification campaigns, the likelihood of a strike, the effects on employee-supervisor relations at the office level, the impact on union dues and the discussion between UTSA and the administration on the July 1 salary and benefits settlement.

UTSA vice-president Rose-Marie Harrop said the association had made its salary and benefits proposals for the 1987-88 year and intended to pursue discussions with the administration.

# Memorandum

Continued from Page 1

tralized administration than currently pertains, thus limiting the ability of the divisions to respond individually to their diverse and differing circumstances and needs. For these reasons binding arbitration is not in the best interest of the institution, Connell said.

The president said it was difficult to address the question of why faculty have a memorandum when the administrative staff do not without being critical of the memorandum of agreement with faculty. "We work with it as well as we can," Connell said; "it's part of the historical record." But he noted that no member of the current administration held office when the memorandum of agreement was adopted.

## Arguments

In a brief statement to business affairs prior to the president's remarks, David Askew, president of the staff association, said arguments against a memorandum with staff might be applied with equal validity to the existence of the memorandum with the faculty.

Askew went on to say that the current consultative arrangement does not often yield results that are acceptable to staff. A memorandum would ensure that talks resulted in agreements that reflect staff concerns, and it would establish a framework for cooperation between the administration and the staff in the best interests of the University's academic and social obligations.

He itemized a wide variety of issues of particular concern to staff, including pay equity, job security, technological change, health and safety and workload, as well as salary and benefits.

Vice-President Alec Pathy (business affairs) said the University community recognized the essential role of the administrative staff and supported the development of an improved relationship based on the principles contained in *Renewal 1987*, the president's discussion paper, released March 19.

Pathy went on to review the arguments against negotiations for a memorandum presented when the issue came before business affairs in April of last year. He also outlined the variety of consultative committees now in place for discussion of issues of particular importance to staff, particularly personnel policy.

Assistant Vice-President Eleanor DeWolf (human resources) said a new relationship could be developed, given willingness on the part of both the administration and the staff association to "see the world through the other person's eyes". A relationship consistent with but broader and more involved than the current one could be developed, she said.

## Equality

Michael Jackel, staff representative on business affairs, said trust and collegiality are "as motherhood as can be", but can only be realized on the basis of relative equality, which does not exist at present. "Conditions for staff have worsened, disagreements have grown," he said.

The motion before the committee did not presuppose binding, third-party arbitration, simply negotiations towards a memorandum, Jackel added. "What we have presented is the opportunity for more talk."

Part-time student Claire Johnson supported the motion. She said a memorandum would be a natural outcome of the evolving relationship between the University and the staff. Many similar groups of employees negotiate with their employers, she said.

Professor Mike Uzumeri said he could not support the motion because the staff association had proposed binding arbitration. Staff unionization was also unacceptable. "It would change the environment in many ways," he said, and

urged the administration "to see that it doesn't come about."

Alumnus Miller Alloway said UTSA's proposed memorandum, included in the documentation provided to the committee, modified the motion's meaning, making binding arbitration the starting point for negotiations. The University should not give up its authority to approve staff policy to an external third party, he said.

Professor John Galloway said UTSA may have made a "tactical error" in proposing binding arbitration in advance of negotiations. However, he noted that the motion itself did not dictate the outcome of talks. He said he was reluctant to preclude discussions between the administration and staff and voted in favour of the motion.

Government appointee Douglas Grant said low morale among staff was the result of several years of underfunding. Despite difficult conditions, however, both the administration and UTSA had acted in good faith. "I am not persuaded by the faculty memorandum of agreement that we should go that route again," he said. "The most creative environment is a collegial attitude. A free environment is the best way to go."

On a point of order following the vote, Johnson asked how the president would have dealt with a decision to pursue negotiations given the administration's recommendation against such a course. Connell said that as president he is both the adviser and servant of Governing Council and would carry out its instructions to the best of his ability.

# Salary

Continued from Page 1

aged separately from other University funds by a committee composed mainly of pension plan members and that fund surpluses should be used first for improvement of the plan.

The association also requests 25 percent release time for the chair of its Board of Representatives, the ability to purchase release time for officers and executive members and recognition of the value of service by UTSA members on University committees.

In the letter to members that accompanies the proposals, David Askew, president of the association, said UTSA's strategy on salary and benefits would be linked to the outcome of the decision at the Business Affairs Committee meeting April 29 on the proposal for a memorandum of agreement between the association and the University and discussions at the UTSA annual meeting April 30.

## Al Purdy next year's writer-in-residence

Canadian poet Al Purdy will be writer-in-residence for 1987-88. With little formal education and a background as a labourer, Purdy has brought to his craft an appreciation of the culture of the working class and of the Canadian tradition. He has done travel writing, editorial work, book reviews and radio and TV plays but is best known for his poetry and poetry readings. He has produced more than 25 volumes of poetry, including *The Cariboo Horses* (1965), which won the Governor-General's Award, and *Sex and Death* (1973), which won the A.J.M. Smith Award. Last year he published his collected poetry 1956-86.



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# Graduate tuition fees to rise by 15 percent

The Planning & Resources Committee has approved the tuition fee schedule for 1987-88 despite the objections of some members to the increase in fees for graduate programs.

Governing Council, at its April 16 meeting, had delegated approval of the schedule to planning and resources with the concurrence of academic affairs since the Ministry of Colleges & Universities had not announced the allowable increases in fees and the schedule had to be established before the beginning of the summer session.

The announcement came April 23, shortly before the academic affairs meeting, which then gave its concurrence to the schedule.

The schedule calls for fees that will be 6.7 percent higher than those paid by most U of T students last year. The total increase is arrived at by a four percent increase in the formula fee plus an

extra 2.7 percent permitted by the ministry to make up for income that would have been generated by incidental fees, which are now prohibited.

For graduate students, however, a 15 percent increase will raise tuition costs by \$200 next year. Dan Lang, assistant vice-president (planning) and registrar, explained to planning and resources that the large fee increase for the School of Graduate Studies is necessary because the fee has been "artificially depressed" by ministry regulations since 1983. (The proposed 15 percent increase does not apply to foreign graduate students' fees which have been allowed to rise by discretionary increases since 1983.)

Discussions between graduate students and the administration on the proposed increase began as early as last May, Lang said. The talks helped determine the levels of increases in aid to

graduate students to offset the fee increase. The budget for 1987-88 will include \$715,000 in additional funding for graduate fellowships and bursaries.

Jonathan Bremer, vice-president of the Graduate Students' Union, told the meeting that the GSU considers the increase too great a financial hardship. Noting that support for graduate students in real dollars is lower now than it was 10 years ago, he said that the number of awards from the federal granting councils for graduate students has also decreased. And although the number of teaching fellowships has increased, the hours have been cut.

The large fee increase would discourage enrolment, Bremer predicted, despite the goal of an expanded graduate school as expressed in President George Connell's paper on renewal.

Professor Ian Brown agreed with Bremer that the fee increase would be unfair to graduate students who are making financial sacrifices for their education and who, unlike undergraduates, are prevented by their academic workload from taking jobs. Referring to a table showing that U of T's current graduate tuition fees are the second-lowest charged by Ontario universities, Brown said the \$200 increase would make U of T's fees the fourth-highest.

Lang said that since other Ontario universities would probably raise their rates, the position of U of T's rates

relative to those of the other universities was unlikely to change significantly.

Brown suggested that a \$100 fee increase for graduate students would be more appropriate. Joanne Philpott, a government appointee, also recommended keeping the increase at that level. She said she had received letters from several faculty members worried that a steep fee increase would cause bright students to drop out of graduate school. Pointing out that good students help keep the faculty enthusiastic, Philpott proposed that the fee increase be limited to \$100 "as a gesture of support to faculty". However, she declined to move that the schedule be referred back to the administration for change.

Alumna Dorothy Hellebust said committee members understand the graduate students' dismay at the large increase, but the increase shows the state of desperation the University has reached because of underfunding.

Professor Mike Uzumeri, describing himself as an "unashamed elitist", said that the University should charge the highest allowable graduate tuition fee in order to create maximum scholarships to attract excellent students. Such scholarships are necessary to enable U of T to compete with other universities for the best graduates, he said, and a scholarship fund created by means of high graduate tuition fees would improve the quality of the graduate school.

## Engineering incidental fee among those now prohibited

A U of T policy on incidental fees was approved by the Planning & Resources Committee at its April 27 meeting. The policy conforms to restrictions on incidental fees announced April 23 by the minister of colleges and universities, Gregory Sorbara.

The ministry has allowed for an increase in tuition fees over the four percent increase in the formula fee to compensate for the loss of income that would have been generated by the pro-

hibited fees. At U of T, the extra increase is 2.7 percent. Since the increase in tuition fees will roughly equal the amount lost by the prohibition of some incidental fees, the effect of the prohibition on U of T's total revenue will be negligible, Lang said.

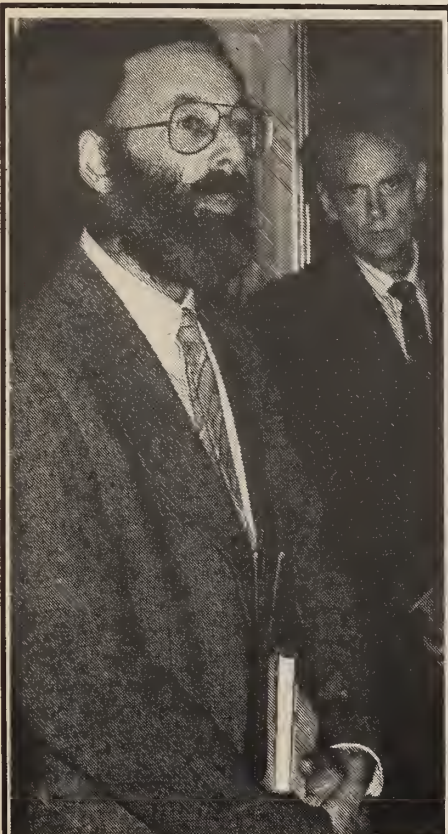
Effective May 1, college library fees, academic surcharges for extraordinary costs and fees to provide general program support are prohibited by the ministry. Included among the prohibited fees are those for studios, cinema screenings, laundry and equipment maintenance. Also prohibited is the \$100 incidental fee approved by engineering students in 1982 to pay for teaching assistants and improved equipment in the faculty.

No change is required in the University's current practice with regard to charges for student services such as athletics and charges by student organizations for their services. The administration may still charge fees to recover costs of certain services and equipment intended to enhance normal programs, provided those fees accurately reflect the costs. User fees may be charged for special administrative services.

Common rates for incidental fees will be established throughout the University and published in an incidental fee schedule. They must be reported annually to planning and resources as well as to the ministry. The introduction or elimination of an incidental fee must be approved by the committee.

Lang said the 1987-88 budget would provide for a special fund to receive the extra income resulting from the 2.7 percent tuition fee increase intended to

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## Isgur honoured

Professor of physics Nathan Isgur received the 1986 Steacie prize in the natural sciences in a ceremony at the president's residence April 22. The prize, awarded annually by NSERC to a person under 40 years of age for outstanding work in Canada, went to Isgur for his contribution to the understanding of the quark model of sub-nuclear particles. Isgur and his co-workers successfully explained the spectrum and structure of strongly interacting particles through a study of hyperfine splitting in quantum chromodynamics. The Isgur-Karl model constitutes the standard model for the structure of protons and neutrons and their excited states.

## President won't seek second term

President George Connell has confirmed a report in *The Globe and Mail* April 28 that he will not seek a second term in office. His current term ends in 1990.

The president said the *Globe* story appeared following a lengthy interview for a feature article on the University at the midpoint in his term. An editor apparently decided that his intention, mentioned in passing, not to serve a second term, was newsworthy, Connell said.

## More money for universities but it will be targeted

Ontario premier David Peterson, has promised post-secondary institutions "more money than they have ever received before," but he has made it clear that they will also be more accountable than they have ever been before.

"Funds that were formerly provided without any definition of performance expectation will be targeted," he told a joint meeting of the Empire and Canadian Clubs on April 23.

Pointing out that Japan has four times as many engineers as Ontario but only 1/40 the number of lawyers, he said: "We have to set priorities that will direct our post-secondary funding to where it will do the most good."

Peterson noted that Canada has made less of a shift to knowledge-intensive industries than any other industrialized economy. "Canada is the only industrialized economy with a significant advanced technology deficit." What is needed, he said, is the development of

the country's knowledge base and research and development capacity.

In the speech from the throne delivered on April 28 by the Hon. Lincoln Alexander, lieutenant-governor of Ontario, the same emphasis was evident. There will be more money for higher education, but for specific projects.

- capital funds will be substantially increased "so that Ontario colleges and universities can renew their infrastructure and strengthen their ability to deliver quality education"

- the government "will continue to implement initiatives to encourage areas of specialization and cooperation and discourage unnecessary areas of duplication"

- an epidemiological study at U of T will be part of a large-scale effort to combat the spread of AIDS

- the government will encourage universities to develop new technologies for pollution control.

## Late news on funding delays budget

Ontario's universities have now received the government's final word on tuition increases (see story this page) and distribution of formula and non-formula funds.

The announcements came April 23 and 24, later than expected, with the result that the budget was not presented to the April 27 meeting of the Planning & Resources Committee. "There just wouldn't have been enough time for people to read it," said Dan Lang, assistant vice-president (planning) and university registrar.

The budget will go to the June meeting of planning and resources and then to the June 25 meeting of Governing Council. In the meantime, the

Business Affairs Committee has given interim approval so that the University is able to spend money in May and June.

The news on exactly how much money U of T will receive from the government for 1987-88 was "very close to what we've been expecting. It hasn't changed our assumptions much," said Lang. The University was the recipient of \$8.9 million, the largest share of the \$25 million set aside for research-intensive institutions, but of only \$2.1 million of the \$25 million set aside for enrolment and accessibility adjustments. York got only \$808,000 for its research infrastructure but \$8.5 million for enrolment/accessibility adjustments.



# Search on for supernova pulsar

As the galactic dust from Supernova Shelton begins to settle — and so far there are no indications that that is about to happen — the University's 24-inch telescope at Las Campanas, Chile, 500 kilometres north of Santiago, may be the first to detect the existence of a new pulsar, if one exists.

Professor Robert Garrison of the Department of Astronomy said a Carnegie Institution observer is making use of the University's 24-inch telescope to record microsecond pulsations indicative of the presence of such a star, one so dense it emits radiation only at its poles. The observer is using the University's instrument because the US telescope at Las Campanas is too large to observe the exploding star.

In fact, Garrison said, when Ian Shelton, the University observer who discovered the supernova Feb. 23, returned to Las Campanas April 28, he took with him a device to reduce the sensitivity of the relatively small 24-inch instrument. "The light from the supernova is so great it was even overdriving our photometre," Garrison said.

Meanwhile, the University and the Department of Astronomy plan to host an international symposium on "The Universe since Supernova Shelton 1987A" in July 1988. Professor Marshall McCall, also of astronomy, is currently discussing the organization of the event with the International Astronomical Union.

The many unexplained aspects of the phenomenon continue to excite the interest of astronomers around the world. Between Feb. 26 and March 12, the supernova entered a plateau phase, during which it ceased to brighten. Such a plateau indicates a "delicate balance"

between the radius of the visible shell and the temperature, Garrison said. A small increase in temperature can produce a large increase in luminosity, so as the shell stops expanding, temperature becomes the more important factor.

Between March 12 and April 15 the supernova rose again in the visible spectrum but declined in the ultraviolet. Then the ultraviolet also rose, to increase the total energy output of the event. "Nobody predicted that plateau or the slow rise, continuing at one or two percent a day, since then. There must be one hell of a source pumping energy out.

"It's a real puzzle," Garrison added, "and I don't think we've seen the end of it yet." On the basis of observations of other, much fainter supernovas, he said we should expect to see this one "pop up" — become suddenly brighter — some time in the next two months. "It would be very strange if the nearest and brightest supernova in 400 years is also the most peculiar." We may not have discovered previous supernovas early enough in their evolution to study their behaviour prior to pop-up.

"This is the most exciting thing in my lifetime," Garrison said, "no matter what it does from here on in, whether it turns out to be typical or abnormal."

Spectroscopic readings are yielding some of the most exciting data. Not only will they allow researchers to trace the development of the supernova itself, they are providing a front-row seat on the interstellar medium. "Now we can actually study the interstellar clouds between us and the supernova," Garrison said.

Shelton's early discovery of the supernova has allowed observers at Las Campanas and elsewhere to follow the

status of gifts to the University. He said the University had taken great pains to point out the existence of such levies to the ministry and that the ministry could have prohibited them but chose not to.

Undergraduate Brian Burchell questioned whether the distinction would hold in practice. He said department heads, faced with budget cuts, might approach student organizations to try to persuade them to impose a levy. A form of "divisional coercion" might evolve.

Lang responded that the only way a levy can be introduced is by the approval of a student organization. "If it feels it's being coerced it can say no." He felt the notion of coercion would be offensive to both deans and students.

Professor Mike Uzumeri said he did not believe that deans would indulge in such Machiavellian behaviour as Burchell had suggested. Uzumeri felt it was wrong for the government to ban the incidental fee in engineering, which has been approved, by secret ballot, by 85 percent of the students. He pointed out that the most important effect of the fee has been to stimulate alumni contributions to the faculty.

The prohibition of the engineering fee was vigorously opposed by several members of the Academic Affairs Committee at its April 23 meeting. "Never in my wildest dreams could I have believed the government could be so stupid," said Dean Gary Heinke of engineering. "I will argue till hell freezes over that every dollar of that money should be replaced."

Professor Ron Venter, chairman of mechanical engineering, told the committee that the prohibition is "horrendous". "There is no question in my mind that it will damage my program almost irrevocably."

Undergraduate Anne-Marie Kinsley proposed that Professor William Callahan, chairman of academic affairs, write to the government to deplore its prohibition of a fee that was so widely approved by students. Callahan said he would take Kinsley's suggestion as a notice of motion.

evolution of the spectrum from hydrogen to increasingly complex elements. Unravelling the exploding star's overlapping spectral features will take many months.

"As we peel away the layers of the onion and look farther and farther in, we're going to see products at certain temperatures and certain stages of radioactive decay." The appearance of those products will confirm or contradict the theoretical models proposed to account for the evolution of supernovas.

At least one part of the puzzle appears to have been solved, however. The precursor star was initially thought to be a previously catalogued hot

supergiant. However, hot supergiants were believed to be less likely to explode than cool ones, so the search began for a cool star in the vicinity of the explosion.

Moreover, data from the International Ultraviolet Explorer satellite appeared to show the continued existence of the hot supergiant in question. Two other stars in the area were considered possible precursors, but neither fit exactly.

Finally, a more exacting analysis of the data confirmed the initial hypothesis: the hot supergiant was the precursor star. Its firm identification, however, raises more questions than it answers and will no doubt change our theories of the deaths of stars.

## Student withdrawals subject to minimum fee

The Business Affairs Committee has approved a new tuition and incidental fee refund schedule for students who withdraw from the University or drop a course.

The new schedule includes a \$50 minimum charge, non-refundable in the event of withdrawal from the University. The charge does not apply to course withdrawals when the student remains registered.

In the 1987-88 academic year, students who leave a full-year, two-term program in the first two weeks of the first term will receive a full refund of tuition and non-academic incidental fees, less the minimum charge. From week three on, the refund drops in stages, first to 75 percent, then to 50 and 25. After the 16th week, no further refunds will be made.

The refund formula will apply to all University divisions and to both academic and non-academic fees. A similar schedule applies to one-term programs, except that the decrease in the size of the refund takes place more quickly, so that by the ninth week, none of the fee is refundable.

Assistant Vice-President Bob White (finance) presented the schedule to the committee April 29. He said the minimum charge would help cover the administrative costs of processing withdrawals. The new charge and

revised refund schedule could save the University about \$200,000, although the exact amount was difficult to predict, White said.

There were about 4,050 student withdrawals in the 1985-86 winter session, 2,828 from the Faculty of Arts & Science and Scarborough College. Of these, 277 took place during the September "shopping period". There were 7,298 course drops during the "shopping period" and 1,691 course drops during the next four weeks. Course drops are not subject to the minimum charge.

Claire Johnson, part-time student representative, said the promise of a 100 percent refund during the first two weeks is somewhat misleading, given that \$50 is non-refundable. Johnson asked that the charge be explained clearly with reference to the actual costs involved in student withdrawals from programs.

White said \$50 is really a nominal amount; the actual administrative cost of processing a withdrawal is much higher.

The decision to review the refund schedule was made two years ago. An interim schedule was put in place for the 1986-87 academic year, while a working group studied refund regulations and schedules.

## Enrolment plan for 1987-88

An enrolment plan calling for 40,097 full-time equivalents in 1987-88 was approved by the April 27 Planning & Resources Committee meeting.

According to a memorandum presented to the committee by Dan Lang, assistant vice-president (planning) and registrar, the targeted enrolment is lower than that targeted for 1986-87 but greater than actual enrolment that year by 400 FTEs.

In March 1987 the number of first-choice applications to U of T for next year was 13 percent higher than in March 1986. All programs except landscape architecture have received more applications from grade 13 students than were received at this time last year.

If these patterns hold throughout the application process, applications should support the enrolment plan, the memorandum says.

Planned enrolment for 1987-88 is within .9 percent of the level planned for 1983-84, when University policy determined that enrolment levels should be kept constant overall, the memorandum points out.

Lang told the committee that the University does not expect any "bulge" in enrolment next year but that one might

occur in 1988-89 as a result of new provisions enabling students to become eligible for university entrance after four rather than five years of high school.

## UNIVERSITY OF TORONTO Bulletin

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## Incidental

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compensate for the cancelled fees. Divisions which lose money through the prohibition of fees will receive money from the fund.

Since the federated universities will lose a total of about \$450,000 as a result of prohibited library fees, U of T intends to use some of its extra tuition income to indemnify them for the loss. Although the federated universities may be intending to challenge the ministry's jurisdiction over the library fees, Lang said, the dispute is not expected to be settled in the near future.

Robin Armstrong, dean of arts and science, expressed the view that in distributing the extra tuition income, the administration should consider that several divisions had hoped to improve programs by introducing fees which are now prohibited. He said the extra income should be distributed with a view to the fact that all programs have suffered the effects of inflated equipment costs.

Considerable discussion at planning and resources centred on the distinction between allowable levies approved by student organizations for specific purposes and prohibited fees set by student referendum. Lang said that, according to the ministry's regulations, the fact that a fee is approved by referendum does not legitimize the fee if it falls within one of the prohibited categories.

However, the ministry has not prohibited the imposition of levies determined exclusively by student organizations and approved by referendum, provided the money is directed to a specific purpose not meant to be covered by operating program support. Lang gave as examples the student levies for the Scarborough College library and the Woodsworth College capital project. Such levies have the



# New appraisal form put on hold

More time is required to evaluate a proposed staff performance appraisal policy and form, the Business Affairs Committee decided April 29. It deferred discussion of the matter until its next meeting, June 3.

Professor Mike Uzumeri moved deferral to allow time for committee members to consider a staff association brief on performance appraisal submitted during the meeting.

Assistant Vice-President Eleanor DeWolf (human resources) introduced the policy, which she said was designed to ensure fair and objective assessment of employee performance. The more structured format of the assessment form and the detailed guidelines that accompany it should encourage supervisors to carry out performance reviews more often than they have in the past, DeWolf said.

Staff member Nancy Okada presented the UTSA brief to the committee. She said the association supported a performance appraisal policy but had serious reservations regarding the current proposal.

Okada said UTSA would not support any appraisal system linked to a salary increase policy based solely on assessed

merit. She went on to say that UTSA was not convinced that the proposed appraisal policy met the federal legislation on employment equity.

In addition, UTSA is opposed to a provision that would supply completed appraisal forms to hiring supervisors considering the merits of internal candidates in the final stages of selection. The practice might disadvantage candidates who do not have a current review on file, the UTSA brief says. The review process could be politicized if the forms are used for hiring and promotion.

Unless departments have already participated in the pilot project to test the proposed forms, its use this year should not be encouraged, Okada continued. "In our opinion, to encourage use of the form at this stage without adequate time or preparation would jeopardize the successful implementation of the new system."

She went on to itemize several other objections, among them that the number of performance reviews might decrease under the new system, that up-to-date job descriptions for employees were often lacking and that the form, "by virtue of its performance ratings", would reduce the number of staff members whose work was considered exceptional or very good, thus reducing the size of merit salary increases.

Michael Jackel, staff representative on business affairs, reiterated several of Okada's concerns. He said completion of the detailed appraisal forms would be "quite an undertaking", one which required training for supervisors.

DeWolf said no modification in the method of awarding merit salary increases was contemplated for this year and consideration of a suggestion for an all-merit salary increase system had been suspended.

The proposed appraisal policy had been reviewed by the University's employment equity coordinator and found to be consistent with the employment equity policy. With regard to the use of appraisal forms by hiring supervisors, DeWolf said the proposal had been amended to restrict use to short-listed internal candidates at UTSA's request.

The form and guidelines were appended to the policy itself and could be reviewed and amended without resubmission to Governing Council, DeWolf added.

Uzumeri said the proposed policy should include a provision for an automatic review of the form and guidelines at a specified time. He said his faculty had tried to use the proposed eight-page form according to the accompanying guidelines and had discovered that the process involved "a lot of paper".

Alumnus Miller Alloway supported Uzumeri's motion to defer. Alloway said performance appraisal was a complicated process and must be introduced slowly, with adequate preparation of supervisors and employees. Hasty implementation could create serious staff morale problems, he added.

## Order of Ontario recipients

Four members of the University community are among the 20 inaugural recipients of the newly created Order of Ontario.

Chancellor John Aird, University Professor Emeritus J.M.S. Careless of the Department of History, Professor Emeritus Oskar Morawetz of the Faculty of Music and University Professor John Polanyi of the Department of Chemistry will receive the insignia of the order from Lieutenant-Governor Lincoln Alexander in a ceremony at the Ontario legislature May 6.

Aird will be honoured for his contributions to business, the humanities and the disabled, Careless for his studies of the history of Canada and Ontario, Morawetz for his compositions and teaching and Polanyi for his research and teaching.

The Order of Ontario, announced in the 1986 speech from the throne, is the province's highest commendation for those who have served with distinction in a field of endeavour that benefits society.

Among the other recipients: William Davis, former premier of Ontario, Celia Franca, founder of the National Ballet of Canada, sprinter Ben Johnson and poet Al Purdy. The first recipients were chosen from more than 400 nominees.

## Reception for retiring staff

President George Connell is holding a reception for members of the faculty and staff who are retiring at the end of this academic session. It will be held in the Hart House quadrangle on May 19, from 4 to 5.30 p.m. In the event of inclement weather, the reception will be held in the East Common Room.

Friends and families of the honoured guests and all members of the University community are cordially invited to attend.



## Presidents' Committee feted

Members of the 1986 Presidents' Committee were thanked for their generous support of the University with a "preview rehearsal" of opera excerpts, followed by a

reception, in the Edward Johnson building April 27. Students in the Faculty of Music (above) performed selections from Donizetti's Lucia di Lammermoor and Mozart's Mar-

riage of Figaro for the 500 guests. Among those attending were (left to right) President George Connell, William Farlinger, chairman of the Presidents' Committee, and Bluma Appel. Last year was a banner year for the Presidents' Committee, with membership reaching a record 1,116. Of this number, 416 were new members. There was also a significant increase in the number of donors who gave over \$5,000: 203 members in 1986 as compared to 93 in 1985. The members of the Presidents' Committee contributed a total of \$4,088,566 to the University in 1986.



## Undergrad education survey considered by academic affairs

A subgroup of the Academic Affairs Committee plans to recommend that the administration look into the feasibility of conducting a thorough survey of the quality of undergraduate education at U of T.

The recommendation is included with several other proposals in a paper prepared for presentation at the April 23 meeting of academic affairs. Time constraints resulted in the postponement of discussion of the paper to the May meeting.

The proposed new survey of undergraduate education should be more extensive than the Farquharson report to the Faculty of Arts & Science in 1984. Although a new survey would be complex and expensive, "it would provide the University for the first time with the clear and useful information necessary to begin addressing many of the problems now characteristic of the undergraduate experience."

The subgroup, established on an *ad hoc* basis following discussions at the February meeting of academic affairs, asks the Provostial Advisory Group — composed of the provost, deans, college principals and other administrators — to give high priority to developing a coordinated perspective on the undergraduate curriculum and experience.

Though acknowledging that the primary responsibility for change in undergraduate education belongs to the central administration and the divisions, the subgroup asks that an on-going subgroup of academic affairs be established to participate in discussions with the administration and other groups on ways to improve the undergraduate experience. It also recommends that academic affairs discuss the state of undergraduate education at least once a year.

Among recommendations aimed at raising the level of literacy among undergraduates:

- a sufficient number of courses to meet the demand for improvement in writing skills
- a common measure of acceptable achievement in the use of the English Proficiency Test
- a provostial policy requiring academic staff to take into account the quality of both written work and oral presentation in the assigning of marks.

To improve contacts between faculty and undergraduates on all three campuses, the subgroup proposes the establishment of a fund similar to the Faculty-Student Relations Fund in the School of Graduate Studies.



# ESL expert advises in Oman

by Judith Knelman

It wasn't quite *The King and I*, but for a month this winter Marian Tyacke lived in the exotic Sultanate of Oman while working on a special project for the ministry of education there.

Tyacke's mission was the latest in a string of Canadian connections with Oman education that began with a visit by then Prime Minister Pierre Trudeau in the early 1980s, when the Sultan was planning the establishment of a university. Bette Stephenson, as Ontario's minister of education, colleges and universities, followed, and in 1984 Dean Fred Lowy of U of T's Faculty of Medicine joined a team of international experts reviewing educational and physical plans for the university. Asked to recommend a dean, he suggested Dr. Gilbert Heseltine of the University of Western Ontario, who was duly appointed.

It wasn't the first time Tyacke, coordinator of English-as-a-Second-Language programs at U of T's School of Continuing Studies, has been called to another country to advise on English education, but this trip was the most educational for her. She worked on the exchange between U of T's Faculty of Medicine and the Sichuan Medical College largely from this end, spending only enough time in China to evaluate the program there. She has also been travelling to the US regularly as part of the team that has developed a new test of written English for the Educational

Testing Service TOEFL — Test of English as a Foreign Language.

Oman was an exotic setting and her assignment somewhat fantastic. The sultanate is prosperous, thriving and, as Middle Eastern countries go, modern. Girls are educated as well as boys and have the same educational opportunities, though the sexes are segregated.

Along with the two other members of her team, the director of the National Curriculum Resource Centre in Australia and a professor of English at the University of Qatar, Tyacke was asked to accomplish a minor miracle: to redesign the English language curriculum throughout the school system so that students would be able to carry on their university studies in medicine and engineering in English. There are only 500 to 600 hours of English instruction from grades four to 12, and about 4,000 are needed to learn the language adequately.

"It was a huge challenge," she says. "What has taken hundreds of years to evolve in other places because of external influences has happened here so quickly. A lot of the children in school now have parents who've never been to school. You can't expect them to appreciate the value of an education."

At present, first-year students at the new Sultan Qaboos University in Oman study only English if they are going on in subjects in which they will have to do graduate work elsewhere. The object of the consultants' visit is to improve the school curriculum so that the year of studying English won't be necessary.

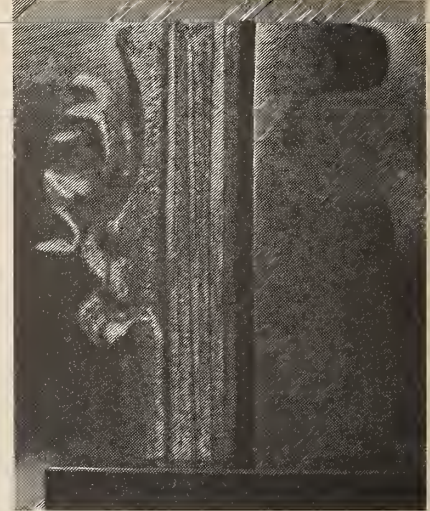
However, students coming here from Oman would encounter problems even though they have the language, Tyacke thinks, since they have studied in a different way. "They emphasize not problem-solving but memorization. It's a question of learning strategies as well as language." She's considering recommending a bridge program at U of T that would introduce the methods used here — a special college preparatory course.

Meanwhile, the push is on to rewrite the teaching materials used in Oman schools over the next five years. Tyacke reports that the government is looking for people experienced in teacher training to live and work there for five years to see the program through.



## Commemorative plaque

A Toronto Historical Board commemorative plaque honouring Elsie Gregory MacGill was unveiled in the Galbraith Building April 22. Sponsored by the Association of Professional Engineers of Ontario with the cooperation of the Elsie Gregory MacGill Memorial Foundation, the plaque recognizes MacGill's achievements as the first woman aeronautical engineer and a leading Canadian advocate of women's rights. On display at the unveiling was a sculpture (right) by Maryon Kantaroff, presented to the winner of the Elsie Gregory MacGill Memorial Award. The award of \$5,000 is given annually by the foundation to a person of exceptional achievement, who may use it for post-graduate studies in engineering, other applied sciences,



women's studies or research in educational methods in these subjects. Unveiling the plaque were Ann Soulsby, step-daughter of the late Elsie Gregory MacGill, and Professor Mike Charles, vice-dean of the Faculty of Applied Sciences & Engineering.

## Menuhin to conduct master class

World-renown violinist Sir Yehudi Menuhin and the International Soloists of the Camerata Lysy Gstad, with director Alberto Lysy, will conduct master classes with students in the Faculty of Music May 11.

The classes, from 10 a.m. to noon and 2 to 4 p.m., are open free of charge to staff and students of the faculty, and to the public for \$5 per session (unreserved seating). For more information, call 978-3751.

## More capital funding needed, COU tells treasurer

About \$133.5 million per year for five years is required by Ontario's universities in capital funding, the Council on Ontario Universities has told the provincial treasurer.

In a brief submitted recently, COU asked for a multi-year commitment to a enriched level of funding. Over five years, COU estimates that \$200 million will be needed by Ontario universities for major repairs and renovations, \$100 million for alterations, \$93.5 million for

deferred maintenance and \$274 million for new construction — a total of \$667.5 million.

In 1986-87, about \$23 million is being spent for major repairs and renovations — \$6 million from regular capital funds administered by the Ministry of Colleges & Universities, \$9 million from the Excellence Fund and \$8 million made available in December 1986 for the reduction of deferred maintenance.

## International conference on the middle east

The 850-member association of Canadian Professors for Peace in the Middle East, founded in 1973, will hold an international legal conference on "The Middle East and the Rule of Law" May 11 and 12 at Trinity College.

The conference will bring together scholars, jurists and diplomats from around the world. Stephen Lewis, Canada's ambassador to the United Nations, will attend, as will Israel's UN envoy and Egypt's ambassador to Canada. Human rights lawyer Irwin Cotler of McGill University will chair

the conference.

Topics on the agenda include the Palestinian question and the Arab-Israel conflict, the legal and illegal uses of force in international law, the role of the United Nations, Arab-Jewish co-existence, assessments of the six-day war and the Camp David agreements and legal perspectives on the prospects for peace in the region.

More information on the conference is available from Eva Dessen, 789-3495, national director, Canadian Professors for Peace in the Middle East.

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# Shelton shares meaning of discovery

by George Cook

"So what's the bottom line on this Supernova," the reporter asked Ian Shelton, the 30-year-old discoverer, at an April 22 news conference at Simcoe Hall. Smiling, Shelton said he was looking into the sales potential of buttons and t-shirts. Then, in earnest, he went on to say he believes the supernova that bears his name is of cultural as well as scientific importance.

"Some people want to know when the pay-off is going to come," Shelton explained in an interview after the news conference, "but the pay-off has already come. That's the point. If you haven't gotten to the state where you can appreciate this event, then I feel sorry for you."

In two months, Supernova Shelton 1987 has become an international focal point. A thousand people celebrated the discovery at Convocation Hall April 24, millions have read about it in newspapers and magazines and millions more have seen it on television. Scientists all over the world are studying it.

Shelton himself understands and appreciates the importance of the phenomenon. Although named for him, the supernova is his only to the extent that he is able, with others, to contemplate and appreciate it. "When you talk to somebody and you say you're an astronomer they immediately say, 'That's great, I'm interested in the sky too.' What they mean, of course, is that they've thought about it, they've looked up at the stars and they've heard about the planets. They've *thought* about it. It doesn't necessarily mean they're into astronomy; it means they have a feel for it; it means something *to them*. If ever there was a science that can bridge the gap between lay person and scientist, it's astronomy."

Shelton likens his field (and by extension science itself) to a search for something greater than one's self. "There is a relevance, a context in which you can gauge what you do compared to what other people do and reflect about what you've actually done." The history of the stars is the history of civilization. "Supernovas are among the oldest events in astronomy. They are in the same category as eclipses — incredibly moving. So every time it happens we record it and then refer back and find out how other people reacted."

"For me, it puts humanity into a real time-scale. We've been walking around for a million years (or several million, depending on the numbers you use) and astronomy is a nice sort of tie-over. We can look up at the sky and although we know it looked a little bit different a million years ago, it wasn't completely different. The same stars are still there; they were in a different place in the sky, but the framework was the same as now."

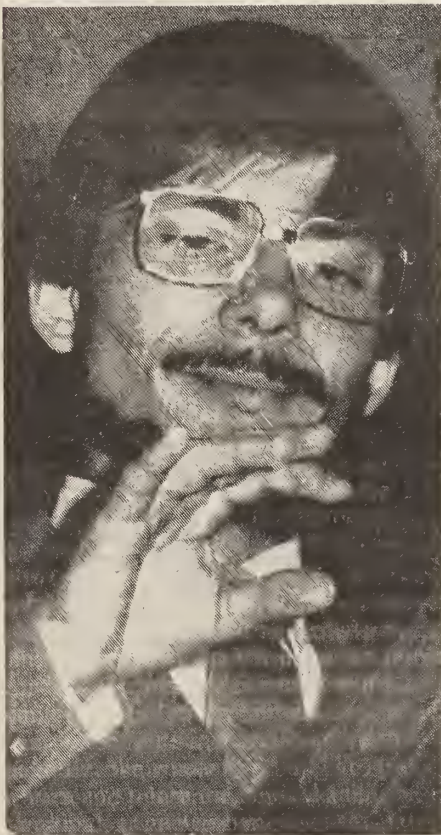
"This is one of the things I find most exciting about astronomy, and the supernova has really refreshed my memory of it: the fact that you're doing something that someone did hundreds of years before you. They wrote something down about their excitement and you find you're reliving exactly the same emotions."

## Decisions

From one point of view, Shelton's discovery was merely fortuitous. He happened to be making photographic plates of the Large Magellanic Cloud at a particular time on a particular night; he was not deliberately looking for a supernova. From a wider perspective, however, the discovery was the outcome of a series of deliberate actions, not the least of which was the University's decision to establish a southern hemisphere observatory in Chile in 1971. Shelton's decision to photograph Comet Halley in April 1985, his ability to take advantage



PHOTOS: BRENDA FALVEY



Ian Shelton relives the "eventful" evening before an audience of 1,000 at Convocation Hall.

wasn't very painful to use and that it produced beautiful images, it gave me all the more motivation to actually use the nights."

With a telescope to work with, Shelton conceived a plan to observe Comet Halley as it came within viewing distance of the earth. While gathering the data he hoped to generate some publicity for the work carried out at Las Campanas by the University of Toronto and Carnegie Institution. "I'm very proud of the observatory," Shelton said, "and not just the Toronto aspect, but the good relations between Toronto and Carnegie. That's the way an observatory should be run. It's a small family unit and we do wonderful stuff, but nobody knows that. People wanted to see the Halley plates, so finally there was a way I could show the rest of the world that Las Campanas is an exciting place."

As the comet approached Shelton faced another problem: the paucity of photographic plates. "They run about \$30 a crack and I certainly couldn't have afforded that for very long." However, the problem of the plates was soon solved. A set purchased for other observations was found to be defective and replaced. "The manufacturers didn't care anything for the damaged plates; in fact, they wished they would just evaporate." The discarded plates sat in the freezer until Shelton received permission to use them for his Halley observations.

With some loss of sleep Shelton recorded the comet's passage in high-quality photographic images. The next step was to calibrate the instrument in order to identify its aberrations and adjust the data accordingly. For that, Shelton aimed his instrument at the Large Magellanic Cloud, a satellite galaxy of the Milky Way, about 150,000 light years from earth. In the early morning hours of Feb. 23 he found a star on one of the plates where none had been before. A plate flaw, he thought, and went outside for a look. The plate had not deceived him.

## Knowing

Ian Shelton was the first person to see — and know — the LMC supernova. He owed the seeing to the University's observatory at Las Campanas, a 10-inch

astrograph, a batch of defective photographic plates and his own eyes. The knowing he owed to his education at the University of Manitoba, where he received his BSc, so far his only degree, and his years of experience as an astronomer.

Shelton was already an experienced observer when he arrived in Chile. In Winnipeg, his home town, he and his brothers were given a hand-me-down telescope by their godmother when Ian was 10. The long, dark nights afforded many occasions for observing. "Winnipeg has a tremendous number of clear nights, even in the dead of winter. The only thing you have to worry about is your eye freezing to the eye-piece."

Astronomy retains an intensely personal meaning for Shelton. During his Halley observations, without quite enough sleep, he began to have vivid dreams of his first experiences. "With the pressure and the short hours, I guess you suddenly dream very strange dreams. This was one I'd had before and was able to remember: being able to see the planets through the telescope, and the first feelings I had. It was abstract in imagery, but it meant I was certainly moved, impressed by the use of the telescope."

He plans to leave his Las Campanas job soon to pursue other interests. But he retains a keen interest in the future of the mountain and the prospects for a two-metre Canadian telescope to replace the 24-inch now in place. Although one of the most productive telescopes in the world in terms of papers published per inch of mirror surface, the smaller instrument can no longer compete with larger telescopes available elsewhere. As the demand for time on the 24-inch falls off, so will the grant support.

Efforts are under way to raise money for an instrument to replace the 24-inch. A two-metre telescope is about 15 times more powerful. It can detect objects 15 times dimmer — that is, much farther away — and can record data 15 times faster. "You get big returns, you scale very quickly," Shelton said. While a two-metre telescope is still small by comparison, it is large enough for interesting, competitive work. "We'll just learn to pick up those objects that are not quite as glamorous, do a much better job and end up doing the cutting-edge science that we've been doing for the past 17 years or so in Chile."



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# University research crucial to gov't and industry: survey

by Patrick Donohue

University research in Canada makes an important contribution to government and industry even though researchers are underfunded, says a report on the Natural Sciences & Engineering Research Council's operating grants program.

The evaluation prepared for NSERC by the DPA Group, a management consultant firm, is a striking testimonial to the fact that federal spending on university research produces results, says David Nowlan, vice-president, research.

For the study, DPA contacted some 2,500 individuals including researchers in Canada and outside, academic administrators and representatives of government and industry.

Over 80 percent of the industry and government officials surveyed said it was important to them to have access to highly trained and well-equipped university researchers. University researchers are contacted at least moderately often by 70 percent of the firms and 90 percent of the governmental groups surveyed, says the DPA report.

About half of the industry officials and 70 percent of the government representatives believe their departments and firms would experience moderate to major negative effects if the number of university researchers were reduced by 20 percent. Conversely, moderate to major benefits would flow to industry and government if the number of university researchers were increased by 20 percent.

In the past, research results produced by almost half the number of grant holders have been used by industry and government. About 60 percent of current grant holders expect results of their research to be used by industry or government within 10 years.

The report predicts that about 40 percent of currently funded researchers would leave Canadian universities if there were no operating grants or equivalent funding. Some 20 to 40 percent of researchers who recently accepted academic positions in Canada might not have done so if there had been no grant support, the report estimates.

It also says that the absence of operating grants for graduate students' stipends and research expenses would mean that only half the number of

graduate students receiving training in Canadian universities could continue to do so and the quality of their training would be significantly lower.

If students supported by operating grants are considered as employed, individual operating grants provide up to 7,922 person-years of employment and \$107 million in income, the report says. The cost to the government per job is equal to that of government job creation programs.

The report finds that, although the operating grants program functions well, at least \$50 million in additional funding is needed to bring funding up to a level that will enable research to develop at a reasonable rate. Unless funding for research increases, Canada could lose many of its best researchers to other countries.

While the quality of research carried out by average researchers in the US and Canada is seen as comparable, the quality of research carried out by the top 10 percent of researchers is seen as much higher in the US. Research training at the PhD and post-doctoral levels is also seen as much higher at the top US universities than at the top Canadian universities. However, research training at the undergraduate level in average Canadian universities is seen as much better than in average US universities.

Some 78 percent of grant recipients rated Canadian research in their disciplines as world-class whereas only 57 percent of researchers in other countries gave Canadian research that rating. Only 48 percent of industry representatives and 39 percent of government officials described Canadian university research as world-class.

Respondents expressed general agreement that science and engineering research at Canadian universities has improved considerably in the past five years. The disciplines rated as those in which the best Canadian research is taking place are psychology, space and astronomy, earth sciences, civil engineering and some fields of biology.

Among science and engineering faculty members at Canadian universities, 60 percent hold operating grants. (In larger universities the percentage is closer to 70.) Operating grants constitute the only research support for 30 percent of those grant holders.

About 60 percent of academics say university support for research has been cut back and only 50 percent of the researchers who have suffered such cut-backs have been able to make up the shortfall. Of those whose support has decreased, 70 percent say their research has been affected negatively as a result.

Among other concerns, the report notes that:

- too many young researchers may be refused grants
- funding for young researchers should be increased by about 50 percent
- all academics feel that universities — especially Francophone and small universities — have an inadequate number of competent researchers
- university research results in the physical sciences and engineering are inadequate to meet the needs of industry and government (although the needs of industry and government are met by university research results in the life sciences, earth sciences, mathematical sciences and computer sciences).

## Four U of T students win Mellon fellowships

Four U of T students have been named Mellon Fellows in the Humanities. They are Paola Carletti (German), Richard Burton Kurth (musicology), Rafael Francis Newman (comparative literature) and Yun Lee Too (classics).

The awards include a cash stipend of \$9,750 US and cover tuition and fees. They can be renewed for a second year, and those fellows in a position to earn the PhD within five years may qualify for support in the final year.

U of T is the only Canadian university represented in the awards list. Among North American universities, U of T comes fourth in the competition, after Yale, which had 10 winners, Princeton, which had nine, and the University of California at Berkeley, which had six, and on a level with the University of Chicago and Stanford.

Last year, after a concerted effort by U of T's Mellon Fellowships Working Group, which encouraged students to seek nomination and briefed faculty members on how to coach them, U of T students won four fellowships. Chair of the committee is Professor C.A. Silber of the Department of English.

## Library professor awarded medal

Professor Laurent-G. Denis of the Faculty of Library & Information Science received the Université de Montréal medal of merit at a ceremony celebrating the 25th anniversary of the Ecole de bibliothéconomie. Denis was the école's first director from 1960 to 1970.

## EQUIPMENT EXCHANGE

The "Equipment Exchange" is a Purchasing service to facilitate the recycling of surplus equipment within the University. For further information, contact Purchasing at 978-5173.

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K.R. Bowler



# More courses in French urged in report

A progress report on bilingualism at U of T says the use of French within the University must be expanded if U of T is to retain its position of national leadership.

The report, prepared for the provost by Professor John Kirkness, chair of the advisory committee on bilingualism, recommends several measures to increase the availability of courses and services in French and to improve the University's contacts with the Franco-phone community.

Presenting the report to the April 23 Academic Affairs Committee meeting, Vice-Provost Brian Merrilees spoke first in French and then in English. Merrilees said that as a national institution, U of T has an obligation to be able to communicate with Canadians in both official languages. An even more important responsibility of the University is the formation of a body of bilingual students who can participate in the government of the country, he said.

Merrilees pointed out that the provincial government has taken several steps to increase opportunities for Francophone education and that "we ignore them at our peril".

Some of the University's efforts to promote French have not been well publicized. He cited the fact that the U of T library catalogue includes the largest collection of French titles in any library in the province other than that of the University of Ottawa.

Merrilees said it would be unrealistic to propose that U of T develop a two-track system of education in both languages as is available at Laurentian University. However, the University should further the opportunities for French immersion education outside the French department.

He also said U of T should re-open debate about the requirement of a second language for admission, though the possibility of the requirement was "not popular in some faculties".

Undergraduate Anne-Marie Kinsley said she strongly supported the requirement of some knowledge of French — not necessarily a grade 13 credit in the language — as a requirement for admission of all Canadian students to the University.

Asked by Kinsley to comment on the resource implications of offering French sections in more courses, Merrilees said some money was available through the Office of the Secretary of State to support such efforts but that the viability of a French section depends on the number of students taking it. If five students wanted a section in French as opposed to 20 students who wanted it in English,

Merrilees said, it would be too expensive.

Professor Peter Wright, acting dean of architecture, disagreed with a recommendation in the report that the advisory committee on bilingualism be disbanded. He said bilingualism within the University was too fragile to be left to evolve on its own.

The report recommends that existing academic units and organizational structures be pressed into service to increase the use of French on campus. The development and funding of French initiatives should be undertaken by divisions rather than centrally. Responsibility for promoting French should be shared by the French department and members of other departments who have expertise in French, the report says.

It suggests, however, that, since the

number of Francophone students seeking admission to the University is expected to increase markedly by the early 1990s, the appointment of a French services coordinator should be considered.

The report points out that increasing emphasis on the use of French at U of T will strengthen the University's case for special financial support when the federal-provincial protocols on the official languages in education are renegotiated in 1988.

Among other recommendations, the report calls for:

- an eventual goal of French sections in 20 percent of programs related to Canadian studies
- discussions with both academic and administrative associations on the prospects for bilingual professional development of their members through programs such as those offered by the

School of Continuing Studies

- a strengthening of the relationship between University members and colleagues in the Ontario Institute for Studies in Education who are involved in Franco-Ontarian issues
- the possible establishment of a French centre for extra-curricular events to complement the activities of Hart House and the International Student Centre
- stronger links to Francophone community groups in order to publicize the University's interest in French and to plan joint action for financial support
- more communication by U of T with Francophone institutes of higher learning throughout the world
- the possible inclusion of more French in campus signs and publications.

## UTFA meeting adjourned before vote on CAUT

The annual meeting of the University of Toronto Faculty Association was adjourned for lack of a quorum April 22. The adjournment came before a vote could be taken on the UTFA Council's decision to withdraw from the Canadian Association of University Teachers unless its dues and activities are cut back.

The decision was presented for information, but after several members spoke against it, deploring what they termed bullying tactics and expressing dismay at the possibility that CAUT could be destroyed by U of T's departure, a motion was brought by Professors Harvey Dyck (history) and Chandler Davis (mathematics) asking that the council reconsider in the light of the objections expressed at the meeting and that it pledge to reconstitute CAUT as a strong national voice of the academic profession. Their motion also stipulated that withdrawal from CAUT would require the approval of an UTFA general meeting.

The meeting was called for 4 p.m. At 6.15 p.m., after reports from the president, executive director, treasurer, chair of the salary, benefits and pensions committee and the grievance vice-president, the meeting voted to consider the CAUT motion ahead of the remaining reports. But the chairman, Professor Bill Nelson, adjourned the

meeting on ascertaining that there was no longer a quorum.

Earlier in the meeting, members approved an increase in UTFA dues from .55 percent of salary to .65 percent. They also approved amendments to the constitution substituting gender-neutral language for words that suggested that

only men could hold office or chair committees, increased the size of the council from 60 to 61 to ensure equal representation of members, and added a section under which council members who neglect their duties can be removed from office.

## Geologists welcome brickyard decision

Now that the battle of the brickyard has been won, U of T geologists are looking forward to regaining access to an important fossil site in the Don Valley.

On the recommendation of an expropriation hearing, Minister of Natural Resources Vincent Kerrio has announced that ownership of the Don Valley Brickyard, just north of the Bloor Street viaduct, will be turned over to the Metro Toronto & Region Conservation Authority (MTRCA) for a price still to be negotiated. At the hearing, MTRCA argued that acquisition of the property was necessary for flood control.

Kerrio's decision concludes a lengthy controversy that pitted conservationists and academics against Torvalley Developments Ltd., a company that wanted to build condominiums on the site (*Bulletin* April 21, 1986).

Until Torvalley closed the site, thousands of U of T students had visited it to learn about the effects of glaciation, says geology professor Nick Eyles of Scarborough College, one of the leaders of the campaign to stop the commercial development of the site. It contains some of the best examples of fossil remains from the period between the last two glaciers that covered this part of North America. The developer's plans would have seriously jeopardized the study of the fossils which continue to reveal new information about that period, says Eyles.

Torvalley bought the brickyard for \$4,250,000 in 1984. The site had previously been offered to MTRCA for \$4 million but the provincial government balked at the price. Following the announcement of Torvalley's plans, concerted lobbying by Friends of the Valley, a coalition of some 1,000 people who wanted the site preserved as a natural resource, resulted in the deci-

sion by Metro Toronto and the provincial government to seek expropriation of the property and to pay the costs.

Craig Mather, MTRCA's water resource division director, says the authority will work with the Metro Toronto Parks & Property Department to draw up plans for the site. Proposals have included a botanical garden and a pottery centre using some of the brickworks equipment. Mather says it could take up to a year to decide on a plan. "We don't want to come up with something that won't have full public support."

## National Scholars first to be chosen

High school graduates from across Canada have been selected from a group of 20 finalists to become the first University of Toronto National Scholars. They are: Shereen Elfeki, Waterloo Collegiate Institute, Waterloo, Ont.; Jacqueline Friedman, Ross Sheppard Composite High School, Edmonton, Alta.; Jennifer Kilgar, Prince Andrew High School, Dartmouth, N.S.; Alan MacDonald, Antigonish East High School, Monastery, N.S.; Jason Taniguchi, University of Toronto Schools; Leslie Topp, St. Mildred's-Lightbourn School, Oakville, Ont.; and Ravi Vakil, Martingrove Collegiate Institute, Etobicoke, Ont.

Each will receive a scholarship worth \$5,000 a year tenable for four years in any program of study at the University and free residence for the first year. A faculty member will be assigned as mentor to each of the recipients.

High schools across Canada were invited last fall to nominate one outstanding student each to receive a U of T National Book Award. These winners were then given the opportunity to apply for the National Scholarship program, and from about 250 the finalists were chosen.

The finalists visited the University April 23 and 24. They were interviewed by faculty members and members of a selection committee chaired by President George Connell, entertained at dinner by President and Mrs. Connell, and taken on tours of the three campuses and to various U of T events including the Supernova celebration and an opera rehearsal.

The program is supported by the Varsity Fund, the President's Fund, the University of Toronto Alumni Association and U of T Press.

## Honorary fellowship for Robertson Davies

Robertson Davies, master emeritus of Massey College, is one of three distinguished Canadians who will be honored at the Convocation of the Faculty of Divinity of Trinity College May 6.

Davies, who is also one of Canada's most prolific and well-known writers, will be admitted as an honorary fellow. The degree of Doctor of Divinity (*honoris causa*) will be conferred on the Right Reverend Joachim Carl Fricker, assistant bishop of Toronto, for his service to the church as parish priest, dean and now assistant diocesan bishop. John Ferguson Godfrey, the president of King's College, Halifax, will receive the degree of Doctor of Sacred Letters (*honoris causa*) and will address Convocation.



# Fine art department to inventory Canadian historical art



G.A. Reid, Foreclosure of the Mortgage.

by Patrick Donohue

A gift of 500 photographs to the fine art department from the provincial government will form the core of what the department calls its Canadian Photo Archive, expected eventually to include photographs of 35,000 to 50,000 works of Canadian historical art.

Previously, in the absence of any central photographic library of Canadian historical art, researchers have been obliged to travel widely to view various collections. Individual collections, moreover, tend to be narrowly focused; the archive will permit a much wider range of research, says Professor

McAllister Johnson, coordinator of the department's library of exhibition catalogues and photographs.

Eventually, the archive will feature a computerized retrieval system. Information will be classified and entered into the data base in various ways — by subject, idea, object or date. For example, says Johnson, a researcher could check the archive to see if anyone had painted a picture of the town of Guelph as it looked on a certain day, or call up all Canadian pictures painted in the year of Confederation.

"The archive will suggest new topics

of research and new ways of looking at traditional ones," says Johnson. It will be a major research tool for investigators in many fields besides art, including history, social commentary, architecture and costume.

The department will attempt to include in the archive photographs of all pre-Confederation Canadian paintings, as many photographs as possible of the works between 1867 and 1914, and a fair sampling of photographs of art from the 1914-1945 period.

What makes the provincial collection so important is that the government was the first public institution in Ontario to collect art. Fern Bayer, head curator of the government collection, says it constitutes a priceless record of the people and events of Ontario in the period before photography superseded painting as the usual form of visual documentation.

The photos to be given to the fine art department were produced for a catalogue of the government collection, which Bayer, a graduate of the department's MA program in art history, published in 1984. The catalogue was

the culmination of an inventory that took eight years and covered about 2,000 art works scattered across the province in government buildings and institutions. Many of the paintings had to be restored, and in some cases a thorough search of official records was required in order to provide identification.

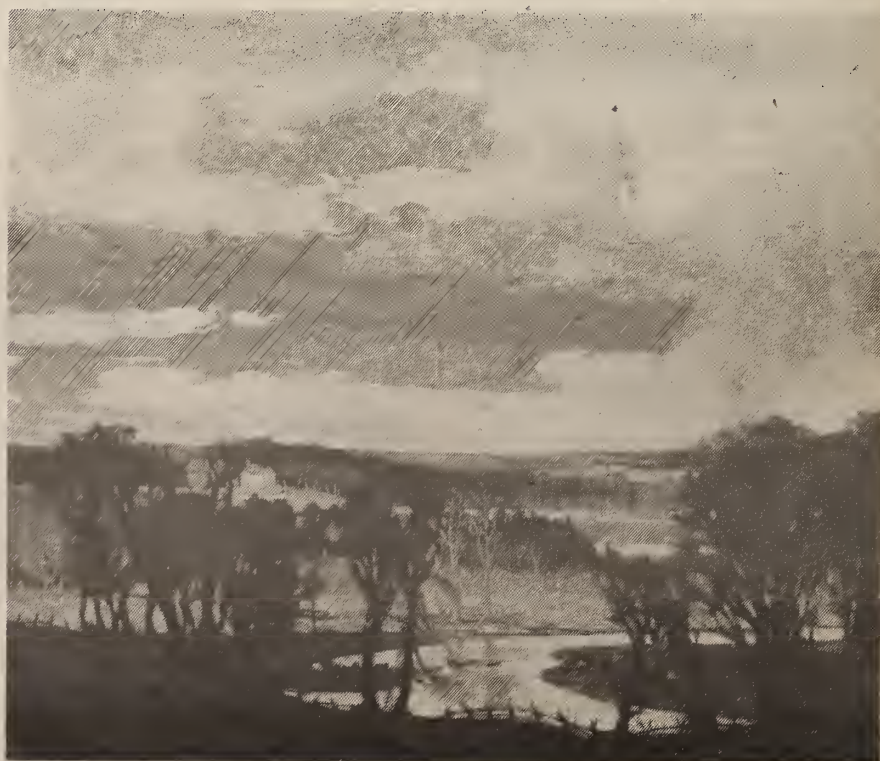
Appropriately enough, the photographs of the most important historical paintings in the collection come to U of T in the year that the fine art department — the oldest in the country — is celebrating its 50th anniversary.

"The gift from the government will permit us to have the profile we need to convince people that this is a research centre of national significance," says Johnson. Provided the archive attracts sufficient funding, he says, the department may be able to act as "arch patron" to those galleries and museums that have not yet been able to afford to have their collections photographed.

Johnson estimates that the process of building the archive — acquiring and cataloguing photographs of all Canadian historical art — will take five years.



Marc-Aurele de Foy, River Magog.

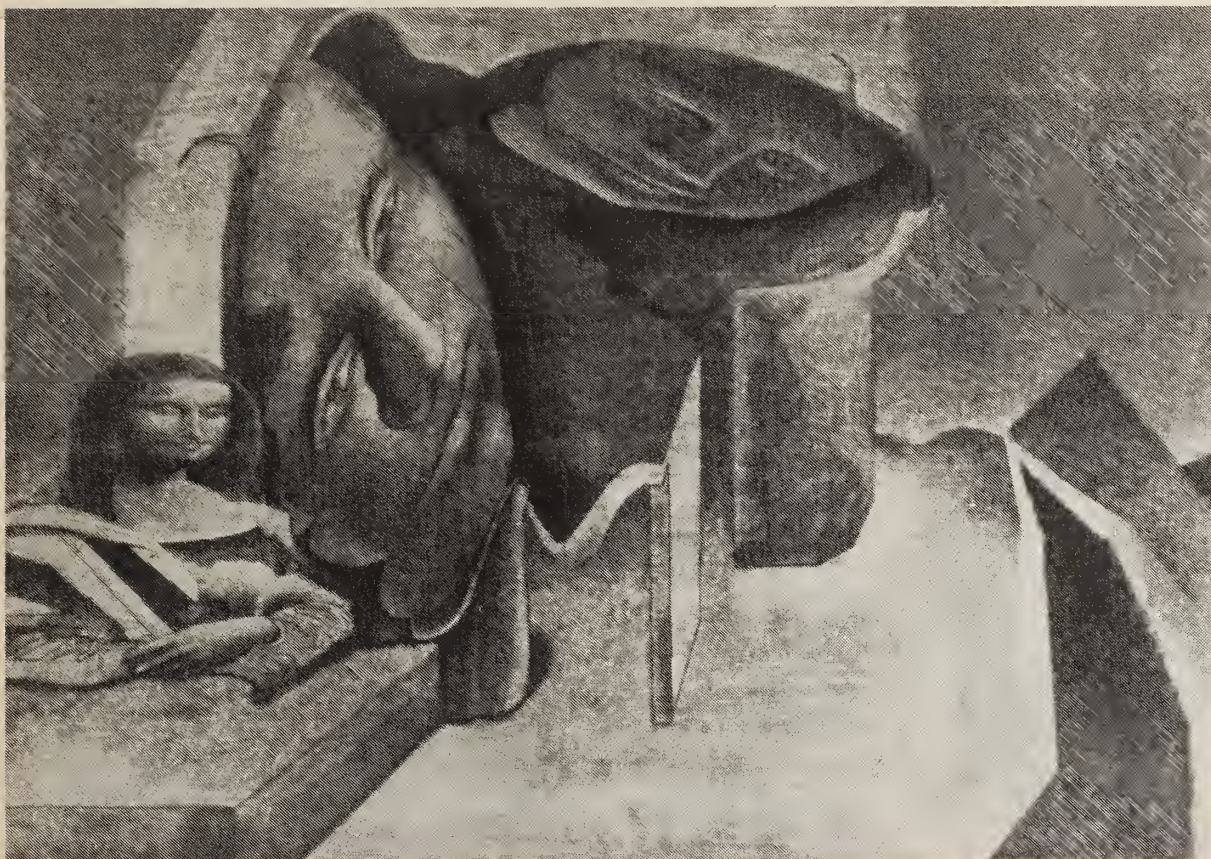


Herbert S. Palmer, In The Grand Valley.





Alain Fournier and Bill Reeves created these perfectly curled waves crashing onto a sandy beach, with a golden sun reflecting off the foam. Each wave is made by converting into mathematics all the orbits of all the points of the surface of the wave. The effects of wind and gravity are taken into account so that all types of waves, surf, foam and spray can be rendered.



Colin Hui invented a new method for generating images by deforming a picture into a three-dimensional surface based on the colour value in the original photograph. The results above won first place in a 1986 computer art contest.

# Computer graphics at Koffler Centre

A major retrospective exhibition of computer graphics at U of T opens today in the atrium of the Koffler Centre. It runs until May 29, after which it will be syndicated to a number of museums and libraries.

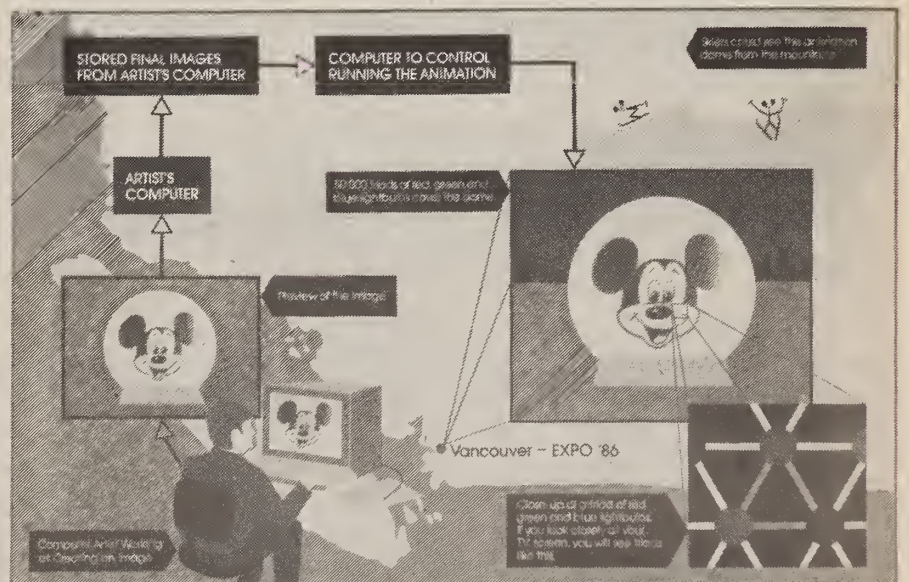
The Dynamic Image describes 20 years of activity and progress in computer graphics at U of T and in the wider world of computer technology. The presentation is a background to U of T's present position as a leading centre of computer graphics research and development and a major competitor in world markets for computer graphic technology and computer animation production. It was organized by the Dynamic Graphics Project, the Department of Computer Science and the Computer Systems Research Institute and directed by Professor Ronald Baecker.

The exhibition will use a videotape, blow-ups of film strips and slides, photographs, diagrams and explanatory text to describe the dynamic image as a medium for artistic expression, the creation of the dynamic image, its use in science, engineering and design and dynamic simulations and new media.

The capability of computer graphics to produce realistic-looking, three-dimensional images and movement can be seen in the work of Professor Alain Fournier and his students, who have developed techniques for the visual simulation of fire, wind and waves. Images from the movie *Star Trek II — The Wrath of Khan* show the animation of fire by Bill Reeves and the moon by Tom Duff. Both are U of T alumni.



In a project studying proposed changes to the area surrounding Parliament Hill in Ottawa, John Danahy's simulations helped influence the design committee to choose smaller scale buildings for the area.



A proposal by Ron Baecker, Gerry Barenholtz and five companies for an animation screen, made up of 50,000 sets of red, green and blue fluorescent light bulbs, to cover the surface of the geodesic dome at Expo '86.



## RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

### Canadian Electrical Association

The CEA invites the submission of research proposals on:

Electrical coordination guide production — CEA part.

Closing for receipt of this proposal is 4 p.m. **Thursday, May 21** at the association.

### Connaught Senior Fellowships

Please remember that **May 15** is now the deadline date for submission of applications for senior fellowships in the humanities and social sciences. Award decisions will be made in December 1987 for senior fellowships to be taken up during the 1988-89 academic year.

### Health & Welfare Canada

Revised guidebooks (1987-88) have been issued for research personnel training awards (MSc and PhD fellowships) and for research projects and studies (projects guide) under the national health research and development program. A number of changes have been made to conditions governing awards and applications. Copies of these guidebooks may be obtained from ORA.

### Medical Research Council

Investigators are reminded that the deadline date for receipt of applications for new operating grants, maintenance grants, equipment grants, development

grants and scholarships has been **changed to September 15** (from Aug. 1).

This will be the only competition for new grants in the 1988-89 year, as a moratorium has been placed on the February 1988 competition.

### Upcoming Deadline Dates

Amyotrophic Lateral Sclerosis Society (US) — full grant applications: **June 15**.

Arthritis Society — group facilitation and group development (preliminary proposal): **May 15**.

Canada Council — Killam research fellowships: **June 30**;

I.W. Killam memorial prizes (nominations): **June 30**.

Canadian Cystic Fibrosis Foundation — new research development program (letter of intent): **June 1**.

Cancer Research Institute Inc. (US) — fellowships: **June 1**.

Anna Fuller Fund — fellowships; research grants: **June 1**.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants (sub-battal): **June 30**.

## POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

**University of Edinburgh  
Centre of Canadian Studies  
Lecturer in Canadian Studies**

A fixed term contract from

Laidlaw Foundation — scholar program: **May 31**.

March of Dimes (US) — reproductive hazards in the workplace research grants: **June 1**.

Ministry of Colleges & Universities — university research incentive fund: **May 31**.

Muscular Dystrophy Association (US) — request for fellowship and research grant applications (for submission June 30): **May 31**.

National Institutes of Health (US) — new and competing continuation program — project and centre applications: **June 1**.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct.-Feb.): **June 30**.

Standards Council of Canada — university research contribution: **May 31**.

U of T, Connaught senior fellowships: **May 15**.

U of T, Humanities & Social Sciences Committee of the Research Board — conference travel grants: **May 15**;  
grants-in-aid: **June 1**.

Oct. 1, 1987 to Sept. 30, 1990. Applications should be received no later than **May 15**. Send to: Dr. Ged Martin, Director, Centre of Canadian Studies, 21 George Square, Edinburgh EH8 9LD (031-667-1011, ext. 6801).

## Landon wins LAUT award

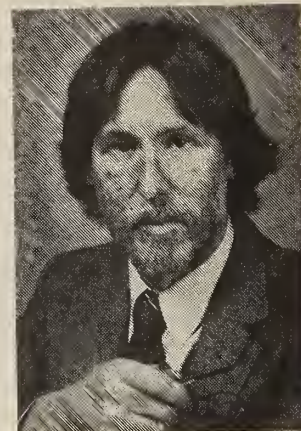
**R**ichard Landon, head of the Thomas Fisher Rare Book Library, has been named the first winner of the Librarians' Association of the University of Toronto Award of Merit. He will receive the award at the association's May 5 general meeting.

Landon has been instrumental in building up the library's holdings in many areas including the Hannah collection of the history of medicine, the Stillman Drake Galileo collection, Czechoslovakia 1968, the Mark Gayn collection of 20th-century China and Japan, the Italian play collection, Shakespeare and Shakespeariana, the papers of contemporary Canadian writers and the Darwin collection.

Landon has been on the staff of the U of T Library since 1967 and head of the Fisher Library since 1977. He has taught at the Faculty of Library & Information Science since 1972.

He has lectured widely on book collecting and bookselling, and his publica-

tions include scholarly exhibition catalogues, introductions to new editions of the works of Daniel Defoe and numerous journal articles.



## IN MEMORIAM

Dr. Chi-tao Chou, research associate in the Department of Immunology, April 12.

• Dr. Chi-tao Chou graduated with a BSc and MD from Soochow University, and Aurora University, Shanghai, and with an MSc from the National Taiwan University, Taipei, Taiwan, where he became a staff member. In 1960 he joined my research group in immunology, first as a graduate

student, then as a research assistant and, finally, a research associate. Early in his career in Toronto (1965), he was awarded the Stuart Alan Hoffman Prize for the quality of his research. He made important contributions to the analysis of allotypic specificities of rabbit antibodies and of cell markers for rabbit lymphoid cells. During recent years, he raised monoclonal antibodies

to a variety of these differentiation antigens.

Dr. Chi-tao Chou was a gentle and accomplished scholar and colleague. He leaves his adoring wife and devoted children; he will be mourned by them and by his colleagues, whose lives he has enriched.

*Dr. Bernhard Cinader  
Department of Immunology*

Dr. Florence H.M. Emory, professor emeritus of nursing, April 18.

Dr. Emory was closely associated with the establishment of nursing at the University of Toronto as a faculty member from 1924 to 1954. She assisted in the development of the program of nursing study leading to the degree bachelor of science in nursing, the first course of its kind in Canada. From 1938 to 1954 she was associate director of the School of Nursing.

Dr. Emory was a major influence on the development of public health nursing in Canada and internationally. During her association with the school, students came from some 60 countries to study nursing at the University of Toronto. Countless of these graduates went on to become leaders in nursing and health services and

education throughout the world. Among her publications was the book *Public Health Nursing in Canada*, (1945).

Her influence extended broadly to the nursing profession and to the community. In addition to being elected the first president (1927-1930) of the newly formed Registered Nurses Association of Ontario, president of the Canadian Nurses Association (1930-1934) and chairman of the Public Health Nursing Committee of the Canadian Public Health Association (1925-1927), she served for many years on the executive of the International Council of Nurses and, as chairman of its membership committee, helped to bring nursing in the developing countries into its membership. Dr. Emory also served the Canadian Red Cross Society as

honorary adviser in nursing from 1952 to 1965. On retirement from this office she was elected honorary vice-president of the society. Her interest in nursing education and in the profession remained high and influential throughout her years of retirement.

Dr. Emory's distinctive contributions were widely recognized. In 1970 U of T awarded her the degree Doctor of Laws (*Honoris Causa*). Other honours and awards included the Florence Nightingale Medal from the International Red Cross (1953). She was the first recipient of the Jeanne-Mance Award, the highest honour of the Canadian Nurses Association, in 1984. She was also awarded the Centennial Medal of Canada in 1967 and the Queen Elizabeth Jubilee Medal in 1977.

Professor Judith F. M. Hoeniger of the Department of Microbiology, April 21.

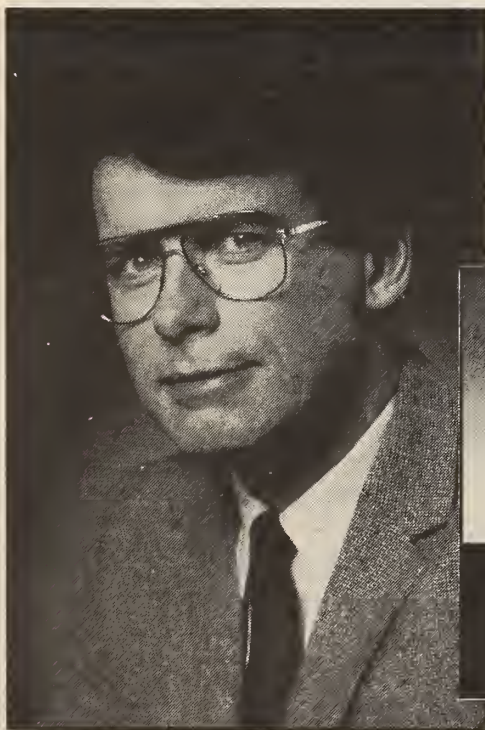
Dr. Hoeniger, whose PhD was in the field of plant physiology, was cross-appointed to the Department of Botany and an associate of the Institute for Environmental Studies. She had been in the Department of Microbiology since 1965.

Early in her career she became known for her work on bacterial structure. Later she became interested in the effect of acid rain on the ecology and bacteria of lakes.

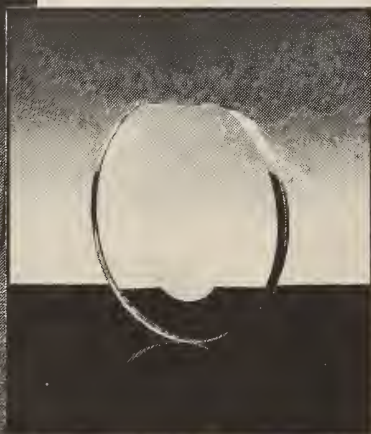
She had studied the structure and metabolic activity of bacteria of three Ontario lakes in the Dorset area exposed to acid rain and was interested in the degree to which certain microbial communities can alleviate the effects of acidification. She had most recently been studying the degradation of organic contaminants by anaerobic bacteria in Lake Ontario sediments.

An interest in natural history and the environment led to the publication some years ago of two booklets

written with her husband, David, a member of the Department of English, on natural history in Tudor and Stuart England. In the late 1950s and early 1960s she taught botany while her husband taught ornithology at the summer camp of the Federation of Ontario Naturalists at Bella Lake. She also contributed entries on early botanists to the *Dictionary of Canadian Biography* and the *Canadian Encyclopedia*.



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# Universities are 'primary producers' and need more support, say Canadian manufacturers

**R**edistribution of government funds and deregulation of tuition fees would not only strengthen Canada's university system but also improve the economy, says a report on higher education by a task force of the Canadian Manufacturers' Association.

The task force was chaired by D.G. Vice, president of Northern Telecom, and had two U of T members, Dean G.W. Heinke of the Faculty of Applied Science & Engineering and Professor J.D. Fleck of the Faculty of Management Studies.

The CMA undertook the study in the realization that business and industry rely on universities for research and trained personnel. The reasoning behind it is that the higher the quality of the research and training, the more competitive Canada will be in world markets. In both Canada and the US, export sales of manufactured goods rise in proportion to spending on research and development.

"Knowledge has become the primary material in the merging world economy. Hence Canada's universities and community colleges are as much primary producers as the nation's farms, mines or fisheries," says the report, *The Importance of Post-Secondary Education*.

Yet facilities and equipment are inadequate at Canada's post-secondary institutions, well trained faculty in such fields as engineering are in short supply, and not enough scientific researchers

are being produced. Classrooms are overcrowded, there is a shortage of up-to-date laboratory equipment, faculty salaries are low and the physical plant needs repairs, says the report.

To realize their potential, Canada's post-secondary institutions will have to have more government support, stronger ties with business and internal reform to eliminate "rigidities" that make it impossible for them to respond to rapidly changing economic conditions. The federal government should regain control of how its contributions to colleges and universities are spent, and funds should be distributed so as to encourage a select few to aim for world-class status — a claim that no Canadian university can make at present, says the report.

"Creating the world-class post-secondary educational institutions that Canada needs requires the acceptance of the principle that a few universities can and must be encouraged to achieve higher standards of excellence than the norm and that they should be rewarded and supported in their efforts to do so. The need in Canada is both for increased funding and for changing the distribution of funds."

Deregulation of tuition fees would allow universities more individuality and flexibility. In regions with many universities and a substantial pool of students, curricula could be tailored to attract a particular segment and fees set accordingly. Institutions would compete in providing top-quality programs.

Programs, too, should be deregulated, says the report. "The system of post-secondary education in Canada is bound up in institutional red tape to a degree that undermines responsiveness, wastes limited resources, encourages duplication and triplication of costly services and facilities and fails to place accountability where it belongs — directly with the schools and their senior administrators."

These measures should be taken as part of a national strategy for post-secondary education, says the report, which criticizes both federal and provincial governments for redirecting funds away from post-secondary education in recent years toward health care and other outlays for social welfare. It cites a report by the Organization for Economic Cooperation and Development that urges the federal government to define the broad goals for higher education and shape policy.

Among the CMA's recommendations for strengthening of the university system:

- the time needed to earn a PhD or master's degree in the sciences and

engineering should be shortened

- the quality of management training should be upgraded
- the involvement of women students in science, engineering and business programs should be increased substantially
- companies should explore the possibility of working with local institutions to enlarge or undertake corporate training programs and personnel exchanges
- the matching-funds scheme of the granting councils must be changed so that levels of support are increased and the grants go to research that the corporate donors judge most important
- corporate funding for universities should be increased
- arrangements for contract research and technology transfer should be expanded

• cooperative work-study programs should be enlarged.

Will Sayers, director of communications for the Council of Ontario Universities, said he was pleased to see comment by a professional body ready to take post-secondary education as a serious and relevant matter. The fact that the business community regards universities as important and has opinions about them is encouraging. "A number of groups like the Canadian Advanced Technology Association, the Corporate-Higher Education Forum, the Canadian Chamber of Commerce and the Electrical & Electronics Manufacturers' Association have seen fit to hold forth on higher education. We think that these are valuable voices in the debate."

## Dentistry prizes

**P**ost-doctoral researchers Kostas Maniatopoulos and Christopher Overall of the Faculty of Dentistry have won this year's Hatton prizes, awarded annually by the International Association for Dental Research for the best papers submitted by post-doctoral fellows for publication in the *Journal of Dental Research*. This is the first time any university has won both prizes.

Maniatopoulos won for a paper on bone formation by young adult bone marrow cells *in vitro*, Overall for the initial characterization of a novel enzyme produced in inflamed or infected tissue, a discovery that might improve the early diagnosis of gum disease.

The awards were presented at the March meeting of the IADR in Chicago, attended by about 4,000 researchers.



## Prize for preservation

**E**nglish professor Douglas Chambers has won an award of merit from the Toronto Historical Board for his restoration and renovation of 1 Wellesley Cottages. Built in 1887 by William Hooker, a carpenter and the first owner and occupant, the house is one of a rare

surviving group of working class cottages characteristic of the mid-to-late 19th century in Toronto. Located on a little lane off Wellesley Street, east of Parliament, #1 is in a row of six cottages, five of which are attached.

## PERSONNEL NEWS

### Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department.

(1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (6) Mirella Tauariol; (7) Sandra Winter.

### Applications Programmer Analyst III

(\$30,560 — 35,950 — 41,340)

Zoology (6), Computing Services (3)

### Clerk Typist III

(\$16,570 — 19,490 — 22,410)

Law (6), Dictionary of Canadian Biography (4), Continuing Medical Education (2)

### Dean of Women

(\$35,780 — 42,090 — 48,400)

(Accommodation is provided in the Women's Residence.)

New College (3)

### Engineering Technologist I

(\$23,620 — 27,790 — 31,960)

Physics (3)

### Engineering Technologist III

(\$26,200 — 30,820 — 35,440)

Zoology (6)

### Laboratory Technician II

(\$20,230 — 23,800 — 27,370)

Banting & Best Medical Research (1), Pathology (1), Medicine (1), Ophthalmology (1)

### Programmer I

(\$20,230 — 23,800 — 27,370)

Academic Statistics (1)

### Research Officer II

(\$22,340 — 26,280 — 30,220)

Preventive Medicine (6), Occupational & Environmental Health Unit, 40 percent full-time, five-month term position (6)

### Secretary I

(\$19,490 — 22,410)

Innis College (3)

### Secretary II

(\$18,160 — 21,370 — 24,580)

University College (3), Research Administration (6)

### Secretary III

(\$20,230 — 23,800 — 27,370)

Woodsworth College (2), Dean's Office, Medicine (2)

### Senior Systems Auditor

(\$39,800 — 46,820 — 53,840)

Internal Audit (1)

## Two U of T profs win Guggenheims

**P**rofessors John Beattie of history and Endel Tulving of psychology have been awarded Guggenheim fellowships for 1987.

The Simon Guggenheim Memorial Foundation has appointed 270 US and three Canadian fellows this year. The other Canadian is a poet, Robert Bringhurst of Bowen Island, BC.

Beattie, who is cross-appointed to the Centre of Criminology and is its acting director, will be working on the criminal law and the administration of justice in London between 1689 and 1740. He is the author of *Crime and the Courts in England, 1660-1800* (1986), which won

the Leo Gershoy award of the American Historical Association.

Tulving, the principal investigator in U of T's Unit for Memory Disorders, is internationally known for his work on memory. He has introduced such concepts as subjective organization of material to be remembered, the distinction between available and accessible memories, and encoding for retrieval. He is the author of *Elements of Episodic Memory* (1983). His most recent work is on the types of consciousness associated with memory and on classification in learning and memory.



# Events

## LECTURES

### Peace Education and Peace: Compatibility or Contradiction?

Monday, May 4

Johan Galtung, International Peace Research Institute, Oslo; R.W.B. Jackson Lecture. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.  
(R.W.B. Jackson Memorial Fund)

### Research on Lasers and High Intensity Laser Interaction Phenomena in the Laser and Plasma Physics Section of NRC.

Wednesday, May 6

A.J. Alcock, National Research Council of Canada. Main lecture hall, Institute of Aerospace Studies. 10 a.m. (Aerospace Studies)

### Intelligent Building for Smart People: Designing the New Type of Office Building.

Wednesday, May 6

Prof. Donovan Pinker, Faculty of Architecture; final in series of five Canadian Perspectives lectures. Council Chamber and Ante Room, South Building, Erindale College. 10 a.m. to 12 noon.

Information: 828-5412.

(Senior Alumni and Associates of Erindale)

### Therapeutics in 19th-Century America.

Wednesday, May 6

Prof. John Harley Warner, Yale University. Academy of Medicine, 288 Bloor St. W. 8 p.m.  
(History of Medicine)

### Peace and Human Nature.

Wednesday, May 6

Hossain Danesh, secretary-general Bahai Community of Canada. 179 University College. 8 p.m.  
(Science for Peace)

### To Embrace the Science of Peace is an Art.

Wednesday, May 13

Langford Dixon, poet. 179 University College. 8 p.m.  
(Science for Peace)

### The Short and Long of Long-term Memory: A Molecular Biological Approach.

Thursday, May 14

Dr. Eric R. Kandel, Columbia University; Macallum lecture. Auditorium, Medical Sciences Building. 4 p.m.  
(Physiology)

### The Correspondence of Erasmus

Wednesday, May 20

#### Erasmus' Letter-writing Manual: Tradition and Innovation.

Erika Rummel, Collected Works of Erasmus.

#### Theory and Craft in the Letters of Erasmus.

Prof. Charles Fantazzi, University of Windsor.

#### Erasmus, P.S. Allen and Me: The Reflections of an Annotator of Correspondence.

Prof. James M. Estes, Department of History.

Combination Room. 9.30 a.m. to 12.30 p.m.

(Collected Works of Erasmus, U of T Press, USMC, U of T, SSHRC)

#### Ontario's Hypocrisy Concerning its Nuclear Weapons Free Status.

Wednesday, May 20

Richard Johnston, MPP Scarborough West. 179 University College. 8 p.m.  
(Science for Peace)

### Windows on the Brain.

Thursday, May 21

Prof. William Tatton, Department of Physiology; Southern Ontario Neurosciences Association. Auditorium, Medical Sciences Building. 8 p.m.

## COLLOQUIA

### The Universe after Shelton.

Wednesday, May 6

Prof. Marshall McCall, Department of Astronomy. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)

## SEMINARS

### The Role and Toxicity of Intracellular Calcium in Liver.

Tuesday, May 5

Prof. Peter O'Brien, Faculty of Pharmacy. 519 Pharmacy Building. 9 a.m.  
(Pharmacy)

### Structure of and Expression of the Glucagon Gene.

Tuesday, May 5

Dr. Daniel Drucker, Massachusetts General Hospital. North classroom, basement, College Wing, Toronto General Hospital. 5 p.m.  
(Banting & Best Diabetes Centre)

### Medical Imaging.

Thursday, May 14

Dr. Nabil Bechai, Toronto Western Hospital. 412 Rosebrugh Building. 1 p.m.  
(Biomedical Engineering)

### Pseudo-shock Waves in Ducts.

Friday, May 15

Prof. Kazuyasu Matsuo, Kyushu University. Staff lounge, Institute for Aerospace Studies, 4925 Dufferin St. 11 a.m.  
(Aerospace Studies)

## MEETINGS & CONFERENCES

### Consciousness, Cognition and Brain Damage.

Friday, May 8

Prof. Morris Moscovitch, Department of Psychology; meeting, Toronto Semiotic Circle. 205 Northrop Frye Hall. 3.30 p.m.

### Self-gravitating Accretion Disks.

Wednesday, May 13

Prof. James Pringle, Cambridge University. 137 McLennan Physical Laboratories. 3.10 p.m.  
(Astronomy)



Three public lectures on the correspondence of Erasmus are scheduled for May 20. See Lectures for details.

### The Middle East and the Rule of Law.

Monday, May 11 and

Tuesday, May 12

The first Canadian jurist conference on the Middle East bringing together diplomats, scholars and lawyers as well as international legal experts.

Participants include:

Tahseen Basheer, ambassador from Egypt; Benjamin Netanyahu, Israeli ambassador to the U.N.; Stephen Lewis, Canadian ambassador to the U.N.; Burhan Hammad, senior legal adviser to the United Arab Emirates Mission to the U.N.; Waleed Sadi, chairman of the U.N. Commission on Human Rights; Prof. Yoram Dinstein, visiting New York University; Prof. William O'Brien, Georgetown University; Prof. Leslie Green, University of Alberta; and Prof. Anthony D'Amato, Northwestern University. Topics include: The Palestine Question and the Arab-Israel Conflict in International Law; and Legal and Illegal Uses of Force in International Law: The Arab-Israel Conflict as a Case Study. Trinity College. Registration fee \$25, students \$10.

Information and registration: Canadian Professors for Peace in the Middle East, 789-3495.

(Canadian Professors for Peace in the Middle East)

### Essential Fatty Acid Workshop.

Monday, May 11 and

Tuesday, May 12

Workshops, including panel discussion on "Health Benefits and Risks of Fish Oils". 103 FitzGerald Building.

Information: Dr. S.C. Cunnane, 978-8356 or 978-2747.

### Admissions, Curriculum & Standards Subcommittee.

Wednesday, May 13

Council Chamber, Simcoe Hall. 4 p.m.

### The Age of Theatre in France: An International Symposium.

Thursday, May 14 to

Saturday, May 16

Dramatic literature and performance from Corneille to Beaumarchais. 28 speakers; papers in English and French; all plenary sessions; North American premiere of M.A. Charpentier's pastoral opera *Acteon* performed by Opera Atelier and baroque orchestra "Tafelmusik".

Information and registration: Nicole Boursier and David Trott, Department of French.

### Women's Issues.

Tuesday, May 12

June Callwood, columnist, *Globe & Mail*; meeting, Women's Network. Croft Chapter House, UC. 12 noon

### Governing Council.

Thursday, May 21

Council Chamber, Simcoe Hall. 4.30 p.m.

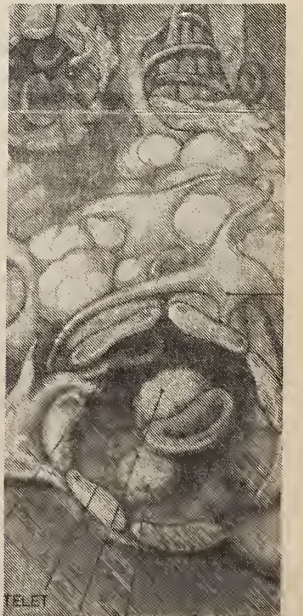
### Disorder and Noise in Vision.

Monday, May 25

Symposium; first day of University Lectures in Vision. 140 University College.

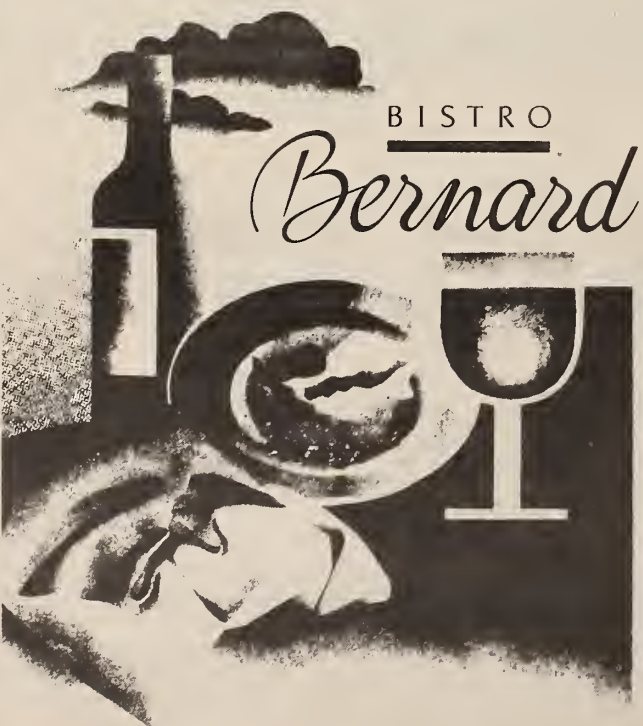
9.30 a.m. to 5 p.m.

Information: P.E. Hallett, 978-5077  
(Physiology)



The Department of Art as Applied to Medicine will hold an open house from May 7 to May 9. See Exhibitions for details.

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## EXHIBITIONS

### ROBERTS LIBRARY

#### Improving Your Image.

To May 29  
An exhibition of photographs by students in the School of Continuing Studies course "Improving Your Image". Main Display Area.  
Hours: Monday to Friday, 8.30 to 12 midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

### THOMAS FISHER RARE BOOK LIBRARY

To May 29  
An exhibition of medieval manuscripts and early printed books from private and institutional collections. Second floor.  
Hours: Monday to Friday, 9 a.m. to 5 p.m.

### SCARBOROUGH COLLEGE

#### Eighth Annual Juried Student Show.

To May 30  
The Gallery.  
Gallery hours: Monday to Thursday, 11 a.m. to 4 p.m.

### KOFFLER STUDENT CENTRE

#### Dynamic Image: Pioneering Computer Graphics, 1967 — 1987.

May 5 to May 29  
A retrospective exhibition of 20 years of activity and progress in computer graphics at U of T. Atrium Mall, Koffler Student Centre.  
Hours: Monday, Wednesday and Thursday, 8.45 a.m. to 6 p.m.; Tuesday, 8.45 a.m. to 8 p.m.; Saturday, 10 a.m. to 5 p.m.

### DEPARTMENT OF ART AS APPLIED TO MEDICINE

#### The Evolution of Medical Illustration

May 7 to May 9  
Medical art produced in the Art as Applied to Medicine program. Third floor, room 304, 256 McCaul Street.  
Hours: Thursday, 10 a.m. to 9 p.m.; Friday, 8.30 a.m. to 5 p.m.; Saturday, 10 a.m. to 4 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

May 7 to June 4

Earla Alexander.  
Paintings. East Gallery.

#### George Boileau.

Sculpture. West Gallery.  
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

### FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

#### Final Projects

May 15 to June 15  
Graduands in Architecture & Landscape Architecture. The Galleries, 230 College St.  
Gallery hours: Monday, Tuesday, Wednesday and Friday, 9 a.m. to 5 p.m.; Thursday, 9 a.m. to 9 p.m.

### MEDICAL SCIENCES AUDITORIUM

#### Canadian Neurological Coalition Displays.

Thursday, May 21  
Twelve displays on such neurological diseases as Alzheimer's, Huntington's and Parkinson's disease will be on view; in conjunction with the Southern Ontario Neurosciences Association lecture. Lobby. 7.30 to 10 p.m.

### Conservatory Singers.

Wednesday, May 20  
Giles Bryant, conductor.  
Cathedral Church of St. James, King and Church Sts.  
8 p.m.  
Tickets \$8, students and seniors \$5.  
Information on all Conservatory concerts available from publicity office, 978-3771.

## MISCELLANY

### Trinity Divinity Convocation.

Wednesday, May 6  
Honorary degrees will be conferred on Rt. Rev. Joachim Carl Fricker and Dr. John Ferguson Godfrey who will address Convocation; Prof. Em. Robertson Davies will be admitted as an Honorary Fellow. Strachan Hall, Trinity College.  
8.30 p.m.

### Theatre Night.

Tuesdays, Wednesdays and Thursdays, May 18 to June 27  
University College, in conjunction with Ed and David Mirvish, plans a Shakespeare lecture, dinner and theatre package which includes a lecture at University College, dinner at a Mirvish restaurant (optional) and a ticket for the play presented by The London Shakespeare

Company. Reservations may be made for one, two or three evenings: Tuesday, *Henry IV, pt. I*; Wednesday, *Henry IV, pt. II*; Thursday, *Henry V*.  
Information: Debbie Nelles, 978-2968.

### E.J. Pratt Library Tour and Annual Meeting.

Tuesday, May 19  
A tour of the facilities and an opportunity to examine material from famous special collections; a brief Annual Meeting will follow. 7 p.m.  
Tickets \$5.

### Spring Sprocket Social.

Saturday, May 23  
Clinic from 10 a.m., rally beginning at 11 a.m. Erindale College.  
Registration information: Alumni Office, 828-5214.

# U of T to confer eight honorary degrees

A health professional, two poets, a business executive, a publisher and two U of T scholars will receive honorary degrees this June. They are Dame Ruth Nita Barrow, Robert A.D. Ford, Dorothy Livesay, Cheng Yu-Tung, Marsh Jeanneret, Kenneth Hare and Wilfred Cantwell Smith. Brenda Milner, an expert on brain function, will receive an honorary degree in November.

Dame Ruth Nita Barrow, who since 1981 has been a health consultant to the World Health Organization and is the permanent representative from Barbados to the United Nations, was awarded a public health diploma from the University of Toronto in 1944 and a nursing education diploma in 1945. She received the Spirit of Caribbean award in 1984 and was named West Indian of the Year in 1985.

Robert A.D. Ford is a poet and retired diplomat who won the Governor-General's award for poetry in 1956 and the gold medal of the Professional Institute of Public Service of Canada in 1971. His 16 years as ambassador to the USSR resulted in the publication of a book of translations of Russian poetry. He is now a special adviser to the Canadian government on East-West relations.

Dorothy Livesay was writer-in-residence at the University of Toronto in 1983. She has been publishing poetry since 1928 and in 1975 started a magazine of poetry and poetry criticism, *CV/III*.

Cheng Yu-Tung is chairman and managing director of New World Hotels, Chow Tai Fook Jewellery and Hip Hing Construction and a director of several other companies and institutions including Jinan University in the People's Republic of China. He is an active supporter of schools and universities in North America and in China. He recently pledged significant support to U of T's East Asian library holdings.

Professor F.K. Hare, provost of Trinity College from 1979 to 1986 and director of the Institute for Environmental Studies from 1974 to 1979, received the Alumni-Faculty award in 1982. He has achieved recognition for bridging the gap between climatology and ecology. He has represented Canada on commissions of NATO and the United Nations and has published widely.

Wilfred Cantwell Smith is a senior Killam fellow at U of T. From 1977 to 1986 he was a professor of religion at Harvard and chairman of graduate and undergraduate programs in the study of religion. He earned a BA from U of T in 1938 and his PhD from Princeton in 1949. From 1949 to 1963 he taught at McGill. He is known internationally for his influence on the change in the way religion is studied.

Marsh Jeanneret was director of the U of T Press from 1953 to 1979. He is also the author of numerous articles and papers on subjects related to publishing and was a founder of *Scholarly Publishing*, an international journal for authors and publishers. As director of the Press he sought to expand and strengthen the operation into one of the major university presses in the world. Under his direction the Press took on the Erasmus, Mill and Dictionary of Canadian Biography projects, enhancing its reputation for scholarly editing.

Brenda Milner received her PhD from McGill and began teaching there in 1952. Her work on the functioning of the human brain and its relation to behaviour is internationally known and has had an impact on the fields of neurology, neurosurgery and physiological psychology. She has worked at the Montreal Neurological Institute since 1950, first with Wilder Penfield and subsequently with Theodore Rasmussen and other neurosurgeons.

## PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

### Friday, May 8

John Patrick Godber, Department of Chemistry, "Intraeolite Chemistry and Spectroscopy." Prof. G.A. Ozin.

Kathleen Janet McConachie, Department of Education, "Science and Ideology: The Mental Hygiene and Eugenics Movements in the Inter-War Years, 1918-1939." Prof. H. Troper.

Sandra Frances McRae, Institute for History & Philosophy of Science & Technology, "The 'Scientific Spirit' in Medicine at the University of Toronto, 1880-1910." Prof. P.M.H. Mazumdar.

### Monday, May 11

Francesco Luigi Galassi, Department of Economics, "Reassessing Mediterranean Agriculture: Stagnation and Growth in Tuscany, 1870-1914." Prof. J.S. Cohen.

### Wednesday, May 13

Morris Saldov, Faculty of Social Work, "Social Mix, Social Ecology and the Educational Response of Children in Public Housing." Prof. R. Garber.

### Friday, May 15

Judith G. Globerman, Department of Community Health, "Compliance with a Universal Health Insurance Plan: An Explanatory Study in a Canadian City." Prof. V. Marshall.

Mark Douglas Meyerson, Centre for Medieval Studies, "Between 'Convivencia' and Crusade: The Muslim Minority of the Kingdom of Valencia during the Reign of Fernando 'el Catolico'." Prof. J. Hillgarth.

### Tuesday, May 19

Anthony Percival-Smith, Department of Biochemistry, "The Isolation and Characterization of DNA Sequences Expressed Preferentially during Sporulation in *Saccharomyces cerevisiae*." Prof. J. Segall.

Ming-Sum Yip, Department of Pharmacy, "The Role of Deacetylation in the Elimination of Acetylated Substrates." Prof. J.J. Thiessen.

### Wednesday, May 20

Dimitri Emil Grigoriadis, Department of Pharmacology, "Photoaffinity Labeling of Canine Striatal Dopamine D(2) Receptors. Characterization of a Novel Photoaffinity Ligand: [(3H)azido-N-methylspiperone." Prof. P. Seeman.

### Thursday, May 21

James Russell Bentley Perkin, Department of English, "A Reception-History of George Eliot's Fiction." Prof. F.T. Flahiff.

### Friday, May 22

William Thomas Archibald, Institute for History & Philosophy of Science & Technology, "Eine Sinnreiche Hypothese: Aspects of Action-at-a-Distance Electromagnetic Theory, 1820-1880." Prof. J.Z. Buchwald.

### Tuesday, May 26

Anna Makolkina, Department of Comparative Literature, "Transformations in a Biography of a Poet: Byron and Pushkin (1830-1982)." Profs. L. Dolezel and P. Grosskurth.

### Wednesday, May 27


Alexander John Mosseler, Faculty of Forestry, "Inter-specific Hybridization and Reproductive Barriers between Some North American Willow Species." Prof. L. Zsuffa.

## Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Issue of May 25, for events taking place May 25 to June 15:  
Monday, May 11

Issue of June 15, for events taking place June 15 to June 29:  
Monday, June 1



# Utopia LIMITED

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## Mandatory retirement: an unacceptable quick fix

by Paul Thompson

*At sixty-four, you're still the best;  
One year more, and then you're less  
Than dust upon the floor.*

Stan Rogers  
"The Last Watch"

One feature of mandatory retirement is clear: it is discrimination on the basis of age. Equally clearly, this fact alone does not settle the moral status of mandatory retirement. The substantive issue is not whether mandatory retirement is discriminatory but whether it is a morally justifiable form of discrimination. The resolution of this issue turns on a successful appeal to one or both of two different principles.

On May 11 to 13 the Ontario Court of Appeal will hear an appeal against the judgement of Mr. Justice Gibson Gray on the mandatory retirement of university faculty members. A number of Ontario university administrations, including the University of Toronto, are arguing that the age discrimination inherent in mandatory retirement is justifiable. In what follows, I shall argue that it is not justifiable.

The two principles which justify discrimination are difficult to articulate. The more general of the two principles exploits the concept of a relevant difference between groups of individuals. That is, where individuals can be classified into groups according to some characteristic(s) relevant to a clearly identified and morally acceptable purpose, discrimination among the groups, for that purpose, is justified (e.g., discriminating on the basis of qualifications relevant in a particular hiring context). One requirement of the application of this principle is that the groups be highly homogeneous for the characteristic(s) relevant to a morally acceptable goal.

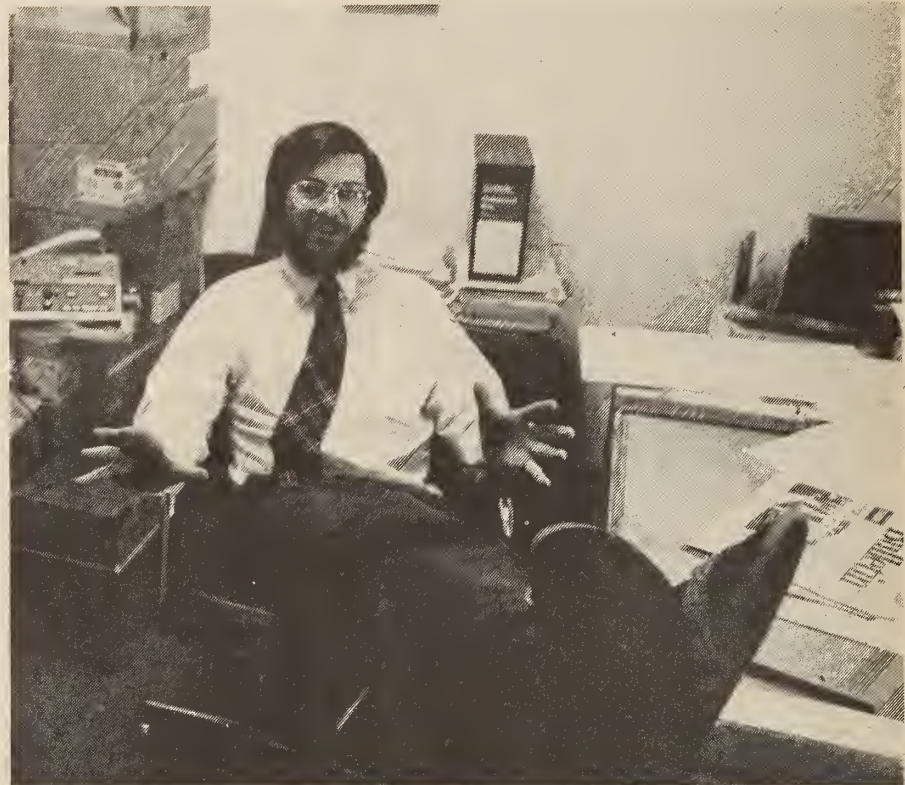
Discrimination on the basis of sex, age, race, etc. almost never partitions a population into groups such that the "homogeneity requirement" is satisfied. And, in the specific case of university faculty, this is quite clearly the case. A large number of faculty members over the age of 65 are still productive scholars and researchers — some have

entered the most productive period of their careers. And, most bring to their teaching, knowledge and an understanding of the craft of their discipline that has been acquired over the years. On the other side, many faculty under 65 are "burned out" or for some other reason no longer have the commitment, energy or ability to contribute to the achievement of the goals of the University. Age clearly does not partition faculty into groups highly homogeneous for characteristics which are relevant to the goals of the University. Mandatory retirement for faculty members cannot, therefore, be morally justified by appeal to this principle.

The substance of the second justificatory principle is that discrimination is justified if non-discrimination will result in a violation of principles which are of greater moral importance than those violated by discriminating. Successful appeal to this principle in justifying discrimination involves: demonstrating that non-discrimination will result in a violation of other principles; and demonstrating the greater moral importance of these other principles compared with those that are violated by the discrimination.

In the context of mandatory retirement, two arguments which appeal to this principle have been put forward. One is, that since most faculty members who are approaching retirement age have tenure, the abolition of mandatory retirement will result in a violation of the important principles underlying the quest for excellence in teaching and research — the incompetent will not be dismissible. Since competence, as stated above, does not magically disappear at 65, the main thrust of the argument seems to be that, given tenure, mandatory retirement is the only means available for removing faculty members whose incompetence predates their retirement, and for terminating, in advance, the tenure of those who could become incompetent after age 65.

There are at least two problems with this line of reasoning. The first revolves around the false assumption that tenure is unconditional job security. Section 27



STEVE BEHAL

of the Policies and Procedures on Academic Appointments quite clearly sets out the grounds for dismissal. The relevant portion reads:

A) for cause, which means:

3) failure to maintain reasonable competence in his or her discipline, including, without limitation, competence in teaching and research;

Tenure does not exclude dismissal for incompetence. It protects the academic freedom of faculty members which is essential to free and open enquiry — institutions without tenure, like the University of Toronto several decades ago and St. Augustine's Seminary recently, did not and do not have exemplary records of protecting the freedom of enquiry of their members. It is, of course, difficult to establish incompetence but that is quite a separate issue from what tenure means. Mandatory retirement may be an *easy* way to deal with (or to avoid) the problem of incompetence, but that in no way shows that it is necessary in order to sustain quality. In light of the meaning of tenure, the above argument degenerates into an argument that mandatory retirement is necessary in order to remove the burden of having to establish "cause" in order to dismiss. This fails entirely to justify the age discrimination inherent in mandatory retirement. Indeed, it is difficult to take seriously the view that age discrimination is justifiable because without it universities have to establish "cause" in order to remove incompetent members. This does, however, appear to be what lies behind the view of this university that if mandatory retirement is abolished then tenure will have to be abolished as well.

The second problem with this line of reasoning is that it assumes that faculty cannot be induced to retire. While clear evidence needs to be sought, it seems unlikely that large numbers of incompetent faculty will choose not to retire.

Those whose commitment, energy, and abilities are lacking will remain only for economic reasons. A great deal depends, therefore, on the retirement benefits offered to faculty members. And, mandatory retirement should not be used to do what an adequate pension would do.

A second argument is that unless faculty retire at 65 there will be an inadequate number of jobs for young scholars. However, despite its invocation of a noble goal (which I strongly endorse), this argument is not compelling. Firstly, the real cause of the unavailability of jobs for young scholars is the irresponsible underfunding of universities. Even if no retirements occurred in the next few years universities would still need to hire more faculty simply to decrease class sizes to reasonable levels. Hence, ending age discrimination will not result in the need for fewer junior appointments. What it will do is make clear the real threat to quality in teaching and research, namely inadequate funding. Secondly, like the previous argument, this one depends on the questionable assumption that without mandatory retirement most faculty will opt not to retire. Thirdly, this argument assumes that age rather than incompetence is the justifiable criterion for termination of service in order to make jobs available.

The age discrimination inherent in mandatory retirement cannot, in my view, be justified. It may be a "quick fix" to difficult problems facing the University but it cannot be defended as morally acceptable by appeal to either of the principles discussed above.

*Paul Thompson is a professor of philosophy in the Division of Humanities, Scarborough College and the graduate Department of Philosophy. As of July 1, he will be chair of the Division of Humanities, Scarborough College.*



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# Community relations should be part of renewal agenda

by Frank Cunningham

As part of the discussions about University renewal, a letter was sent by me to President Connell, the substance of which is reproduced below. In communication with the President about the letter, he has assured me that he sees its orientation as compatible with that of the Renewal Paper, and he has encouraged me to join others in exploring matters pertaining to University/community relations. It is in this spirit that I invite responses to the suggestion that the University take concerted and collective action more fully and more visibly to serve and to draw upon the municipal communities in which we are located.

Most of our students and virtually all of our academic and support staff are citizens of Metropolitan Toronto (as are the potential benefactors whom we hope to reach in our fundraising efforts), and we are one of its largest employers. While there are other institutions of higher education in the greater Metro Toronto area, we exist in Mississauga and Scarborough as well as being the only university properly so called in the City of Toronto. I believe that citizens of Toronto appreciate the University of Toronto as a world-class institution. However, appreciation needs to be earned, and this requires that the University help to address some of the many problems confronting our city.

If we have something to give to the city, there are also benefits to be gained. It is clear that Toronto's well-deserved reputation has been important in our efforts to bring top teachers and researchers to the University. Also, those faculties and departments that have pursued joint activities with institutions and communities of Toronto have themselves profited. My department, for example, has found that in responding to requests from hospitals for help in confronting ethical dilemmas they face, the approach to the academic study of ethics has gained in breadth and in depth.

The first step in a concerted University effort might be to take stock of what standing relations exist between divisions of the University and municipally based communities, organizations and institutions. I have the impression that the professional faculties maintain some liaisons, as do the federated colleges, Scarborough and Erindale, and certain departments, most notably those teaching the languages and literatures of communities represented in Toronto. Perhaps the Office of Public & Community Relations could help launch a campaign for University-wide work to improve our relations with Toronto by updating its surveys of existing community liaisons and by making suggestions about what sorts of things are possible and how best to proceed.

As to concrete initiatives, several measures come to mind. Without suggesting that this is any more than a partial list of examples, let me mention the following:

(1) University expertise might more systematically be made available to meet community needs. There are many such needs (concerning the environment, urban planning, municipal government, the status of women, education, health care, the racial and ethnic

diversity of the city, and so on), all of which are being addressed both by levels of municipal government and by extragovernmental bodies. University help in addressing problems of concern in the city could take several forms, all of them requiring commitment beyond just good will on the University's part. The work that individual faculty members do in the community is typically very time-consuming, and it needs to be recognized both in career advancement and also in University allocations of teaching and support staff. Similarly, if the University is to host more workshops or special lectures, these are going to require facilities and support.

(2) Those parts of the University whose mandate already involves close community liaison need increased and secure support. These include the Office of Public & Community Relations, the School of Continuing Studies, the Transitional Year Program and the Women's Studies Program.

(3) In addition to encouraging local units of the University (colleges, departments, faculties) to maintain, augment or initiate municipal liaison, there should be some central involvement as well. Thus, it might be worthwhile to devote a regular column of the *Bulletin* to Toronto Affairs, in which various University initiatives could be reported on and to which representatives of both the University and City might contribute.

(4) Research projects of likely benefit to the community could be encouraged, inviting suggestions from community constituencies (ethnic organizations, neighbourhood or school organizations, unions, churches, business groups and so on) and pursuing team efforts that involve both University and non-University researchers. City governments could also be addressed for suggestions and offers to share funding of joint projects. (An example is the recent city-funded project in urban entomology.)

(5) Members of relevant community groups and elected city officials should regularly be consulted on matters of University policy of likely import to them.

Not all of those with whom I have discussed this matter have immediately assented to its wisdom. However, I am encouraged that there would be widespread support by the fact that most have agreed, and that those who initially resisted did so not out of concern for the principles involved, but on the basis of other misgivings, which I believe can be allayed. One such concern is that by focusing on our responsibilities to Toronto, we may lose sight of our position of national and international prominence. I do not think this need be the case. What is being suggested is that a Toronto focus be *part of* our agenda for renewal, not all of it. Also, there is no contradiction in being both a self-conscious and vigorous participant in municipal life and at the same time being prominent nationally and internationally, as the experience of many great universities around the world attests.

Another concern is that expenditures of funds to make possible and encourage the innovative work required for this proposal would detract from support of the established and traditional

disciplines. This worry is less grave than one might think. Involvement with issues of community concern does not require anyone to be a full-time, professional community activist or to devote all one's research to community issues. On the contrary, it is precisely because we have unique expertise partly developed in traditional disciplines that we ought to be involved. When one adds to this the consideration that there are no disciplines at the University whose areas of research and teaching completely lack potential for fruitful interaction with contemporary city interests and needs (at least I can think of none), it should be clear that support for traditional disciplines is compatible with support for city-oriented innovation.

What is required is that those in traditional disciplines now doing such work be recognized and rewarded accordingly, that some judicious cross-appointments between established disciplines and relevant programs be made, and that departments be encouraged at least sometimes to hire new staff (or re-orient existing staff) with the prescribed focus in mind. I am also

of the opinion that success in building better relations with the city will help to generate the good will with politicians and the incentives to community groups and institutions required for our funding efforts; thus taking some of the pressure off underfunded traditional disciplines.

Thus the core of my letter. In addition to a note of encouragement from the President, I received expressions of broad agreement from those to whom I had sent copies in the faculties of engineering, law and medicine, Woodsworth and Innis Colleges, the School of Continuing Studies, and the Office of Public & Community Relations. I see no reason why they, along with those of us affiliated with parts of the University less directly connected with Toronto constituencies, should not devote some time this spring and summer to collective, practically oriented brainstorming about our university and its communities.

*Frank Cunningham is chairman of the Department of Philosophy.*

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## Mutual esteem can only develop when power somewhat equal

David Askew, president of the U of T Staff Association, has asked that the following letter to President George Connell be published in the Bulletin.

In your letter to me of April 16 (*Bulletin*, April 20) you enumerate a number of principles which you believe could form the basis for a renewed relationship with the University of Toronto Staff Association. It appears to me that you are offering us what we already have. Consider the following:

- in your paper on University Renewal 1987, and in other public statements, you have acknowledged the vital role of the administrative staff. Vice-President Pathy and Provost Foley are similarly on record as acknowledging the vital role played by staff
- implicit in all of the University's staff policies is a commitment to a high quality of administration, and in fact this is stated explicitly in the objectives section of the introduction. I cannot believe that you are saying that academic and non-academic supervisors are not now committed to managing their staff well. Certainly this would be inconsistent with University policy

- the University currently has a large number of consultative mechanisms including working groups on performance management, equal pay for work of equal value and grant-paid staff, the Pension/Benefits Plan Task Force, the UTSA-University Liaison Committee, administrative staff representation on Governing Council and its committees as well as staff representation on other University councils and committees
- as you state in your Renewal 87 paper, the University has a long-standing policy of developing wage and benefit programs which are realistically competitive.

Yet, despite the existence of the principles and commitments which you have restated, we have witnessed over the past year:

- (1) your administration's imposition of a three percent salary settlement;
- (2) your administration's approval of a 6.5 percent settlement for faculty and rejection of an equivalent increase for staff;
- (3) your administration's "pay for performance" proposal which would have resulted in elimination of the annual economic increase.

In the light of these events it should not surprise you that support for our proposal for gaining increased bargaining power by attempting to obtain a Memorandum similar to the faculty's has risen to 93.5 percent of 1,358 staff responding to the survey. We are seeking an agreement which provides recourse to neutral third party arbitration when agreement cannot be reached. The faculty received a 6.5 percent increase instead of the three percent you offered them, not because they have a relationship based on mutual trust and esteem, but because binding arbitration gives them some bargaining power. In fact there appears to be a definite contradiction between your offer of a relationship based on mutual trust and esteem and your complete unwillingness to relinquish any of the power. You expect us to trust you with all the power, but you are unwilling to trust us with any of it.

You have proposed that we set up a meeting with members of your administration to discuss your proposal. We would, of course, like to meet with you. However, we believe that to meet at this

time would be procedurally incorrect. For, as you are aware, Michael Jackel, administrative staff representative on Governing Council, has tabled a notice of motion as follows: "that the Governing Council enter into negotiations with UTSA with a view to establishing a Memorandum of Agreement between UTSA and the Governing Council." We believe that it is proper that this motion be voted on before any meetings take place. We will therefore be requesting that the vote go ahead on April 29 as scheduled.

We too desire a relationship based on mutual trust and esteem but believe that it can only truly develop in a situation where the power is divided somewhat equally, at least in areas in which the parties have mutual interests. I hope that you will reconsider your position and will recommend that Business Affairs approve our proposal to negotiate a Memorandum.

David Askew  
President  
University of Toronto Staff Association

## Parking fees go up, never garages

Members of the University community should be sceptical of the planned parking garage in exchange for higher parking fees (*Bulletin*, April 6). Parking charges were instituted at Scarborough College in the early 1970s in return for a promised garage which has yet to materialize. Similarly, fees were sharply increased on the St. George campus a few years later allegedly to pay for a new garage on Spadina Avenue to replace the spaces lost at the Innis College site. While these structures have yet to be built, parking charges assessed for their construction have remained and in fact increased. Under the circumstances, only

a fool would believe that a new garage on College Street will actually be built in return for the announced charges. The University is the only employer I have heard of that makes its employees pay to work in the form of parking charges. Can you imagine members of the Canadian Auto Workers agreeing to pay General Motors such levies? Accordingly, one would hope that the faculty and staff associations would resist this latest attempt to cut our real incomes.

Arthur G. Rubinoff  
Division of Social Sciences  
Scarborough College

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# LETTERS

## Many do and should help improve students' writing

Although Professor Harvey Kerpneck is no doubt right to be proud of the achievements of English 100, his article, "Leave development of English skills to the English department" (*Bulletin*, April 20), suffers from so many serious omissions and flaws of logic that it is entirely misleading both about what has been done and about what could be done to help our students learn to write better.

Professor Kerpneck seems to think that if departments need to do a better job of teaching their subjects, this implies that they cannot or should not do any more than teach their subjects. He leaps from a demonstration that some faculty members write poorly to the inference that no faculty members outside the English department write well or can help students to improve their writing. Either he fails to see that learning to write well is inextricably bound up with learning to read acutely and think clearly in *every* subject area, or he cannot imagine any ways in which colleagues outside his own department could address the problem of effective writing without compromising the quality of instruction in this area. He fears the consequences "if we lighten the burden now placed on the English department by parcelling out responsibility for teaching writing."

The fact is that "the burden that English shoulders alone", as Professor Kerpneck puts it in a flight of fancy, has

been borne for years and is still largely borne by others — mainly, within the Faculty of Arts & Science, by those entities he never mentions, the colleges. (The Faculty of Applied Science & Engineering has a long and successful record with its required courses in technical writing.)

In 1964, the year of its founding, Innis College opened the first writing laboratory on this campus; since then, every other college has followed suit. Twenty-three years of experience have shown us at Innis that individual tutoring in writing, based on the student's own work, is an unsurpassed method of instruction. The writing laboratories are the key facilities for teaching writing to students in all subject areas in arts and science. At Innis College, which has about 900 students, the writing laboratory now tutors over 200 students per year in a total of 800 appointments. This is only one writing laboratory of six on the St. George campus. All are used heavily and must sometimes turn away students; all would be used even more heavily if more students and instructors were aware of their benefits, and if the labs were able to extend their hours of service.

When advances in the understanding of students' writing problems made it seem likely that at least some aspects of writing could be taught effectively in a classroom setting, Innis College established two credit courses, Clear

Discourse (INI 203) and The Academic Writing Process (INI 204). (It is worth noting that tutoring in the writing laboratory complements, and remains no less important than, classroom instruction for students who take these courses.) Both Trinity College and the philosophy department established courses in reasoning and rhetoric; New College offered courses in research methods. The Faculty of Arts & Science responded to concerns about inadequate mastery of writing skills among entering students by establishing the English Proficiency Test. Many students who have been alerted to the need for improvement by their test scores have been helped by the writing laboratories. Many of those who have failed have been well served by the School of Continuing Studies, which now offers courses designed differently for native and non-native speakers of English. The Pre-University English, history and Canadian studies courses offered by Woodsworth College, as well as the Transitional Year Program, have played important roles in preparing particular groups of students to undertake written work at the undergraduate level.

Two years after the English Proficiency Test was introduced, the English department established English 100. It is one of the three English courses that, along with four college-based courses and PHL 247, may now be taken as part of a Minor Program in Writing and Rhetoric based at Innis College.

It is hard to see what disturbs Professor Kerpneck in President Connell's call for what has long been known as "writing across the curriculum", unless perhaps he thinks the President is suggesting that each department establish its own credit courses in writing. I would agree that such a step would probably not be productive, but I do not find it implied by the President's remarks.

There are many things that departments and programs could do to improve their students' ability to write well. Simply taking the problem seriously by assigning one faculty member

to keep track of it, propose locally appropriate solutions, and advise colleagues would be a good first step. Second, they could work more closely with the writing laboratories by both giving and seeking advice about teaching materials and techniques, and by encouraging students to use the labs. (Many faculty members still do not realize that qualified tutors are available to work with students *at every level* — with the third-year A-average specialist who wants to learn fine points of style, as well as with the first-year student who has had inadequate preparation for university-level work.) Even the English department might take an additional step by ceasing to prohibit students in English 100 from seeking tutorial instruction in the writing laboratories.

At the university level, the re-establishment of the Office of Educational Development would greatly facilitate the sharing of teaching skills, including those relevant to written work, among faculty members. And the President's emphasis on the excellence of our graduate school ought to remind us that we thrust our PhD candidates, many of whom are not native speakers of English, into the ordeal of writing a dissertation without offering them any tutorial instruction. The special requirements of dissertations and the appeal of jargon make assistance at this level both necessary and appropriate.

The English department has devoted much energy and talent to making English 100 a successful course; nor should English 269, The Practice of Prose, go unmentioned. But I hope it will be apparent from my necessarily brief survey of the topic that developing students' ability to write well has never been and should not now become the responsibility of the English department alone.

Roger Greenwald  
Senior Tutor  
Innis College



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## Re-educating the professoriate II

*Beasts of England, Beasts of Ireland,  
Beasts of every land and clime,  
Hearken to my joyful tidings  
Of the golden future time*

Old Major, in *Animal Farm*  
by George Orwell

The Re-education Campaign for Unionization (Certification, or, more newspeakwise, "Need to Amend the UTFA Constitution") that I reported on in my previous Orwellian epistle (*Bulletin*, Feb. 4, 1985), was apparently aborted. Even so, one of the UTFA executive said that, eventually, "certification is inevitable". Now Professor Nelson writes (*Bulletin*, April 20) that "polite appeals to conscience are not enough" to obtain non-member professorial support for UTFA. Is this the beginning of the new Re-education Campaign for the benefit of non-members who still have "some sort of objection of principle or prejudice to some aspect of the faculty association policy or practice"?

It is, indeed, distressing to think that these recalcitrant, anti-collectivist, elitist, and generally just nasty old non-member professors could still reject the inevitable march of progress to our golden future time. How petty and uncomradely are their objections to what would only be *de facto* unionization! It's true that some of us still remember that, when UFTA was formed, the promise and slogan was that it would not unionize (FOUR LEGS GOOD, TWO LEGS BAD). In the present prolegomenon to the golden future time, however, Professor Nelson clearly in-

dicates to us that UFTA "has necessarily and radically changed the scope and character of its functions", grown from "one part-time employee... to a full-time office staff of three", and become "much more like the certified bargaining unions at other major Canadian universities than like the purely voluntary and amateur faculty associations that still remain". It is, therefore, clear that we must all enthusiastically adopt the new slogan (FOUR LEGS GOOD, TWO LEGS BETTER), and trust that the Ministry of Truth will soon wipe away the old slogan from our collective memories.

In the new collectivist spirit of self-criticism, let me confess that I, as a still unshriven non-member, have harboured negative, anti-collectivist thoughts. For example, on reading Professor Nelson's letter, I thought that before the UTFA executive chose to expand their office staff, they should have figured out how to *pay* for these expansions. Worse still, an anti-collectivist, anti-certification Mephistopheles appeared to me and chanted, CERTIFY THE UTFA EXECUTIVE, BUT LEAVE THE PROFESSORiate ALONE! So as I strive to "take [my] hands out of [my] colleagues' pockets", and cleanse my heart of further foul thoughtcrimes, I give thanks to Our Leaders for this new Re-education Campaign, and hope soon, in that golden future time, to be bleating the virtues of Compulsory Unionization and Certification along with my fellow professorial sheep.

John J. Furedy  
Department of Psychology



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**Mt. Pleasant — Davisville.** Available immediately. Furnished house for rent. Major, minor appliances. 3 bedrooms, 2 baths, garage, deck, large garden, children welcome. NO PETS. \$1400/month plus utilities. 484-9876, after 2 p.m.

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**Three bedroom home** in downtown Toronto. Close to subway and Beaches area. Available July 12 to August 21. \$300 a week. Contact Bob Culbert (975-7955 or 465-4114).

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**Furnished house, Moore Park** (Yonge/St. Clair). Big garden, parking, appliances, one bath, four bedrooms, fireplace, casual, bright. Available from June 1 for 8-12 months, \$1800 + utilities. 481-4839 morning or evening.

**Furnished Bungalow.** Eglinton/Black Ck. Toronto centrally located — 2 bedroom, 5 roomed home, beautiful ravine lot, laundry facilities, patio/deck/garage. Owner wishes to rent for 1 or 2 years. References May/June (416) 658-1569.

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**Spacious 3rd floor Rosedale apt.** — large LR/DR, 3 BR, kit., bath, private entrance — semi-furnished or unfurnished — Sept. 1/87 — Aug. 31/88 — 1 block N. of Castle Frank Subway — suitable for faculty/professional couple. Non-smokers, references. Garage. \$1500/mo. inclusive. (416) 962-4488, 8-9 a.m., 8-11 p.m. or write to Murdock, 55 Castle Frank Rd., Toronto, M4W 2Z5.

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**McPherson Avenue sabbatical** rental. Furnished 4-bedroom house; 2½ bathrooms, large living/dining room, den, sunny kitchen. 2 fireplaces, central air. 5 appliances. Landscaped-secluded garden. Walking distance U of T, subways, schools and restaurants. Sept. 87-June 88, negotiable. \$1,900 + utilities per month. 921-1065 (after 3 p.m.).

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## Accommodation Rentals Required

**Wanted for Summer '87.** House or large apt., furnished, for July-Aug., 2-4 bedrooms, for professional people. Close to U of T. Willing to exchange apt. in NYC. Contact Mary Spire (212) 620-8175 or Jim Stephens (215) 386-8202.

**Most responsible couple,** very clean and tidy, will look after your house in return for a modest rent for June-July (approximately). Best references. 961-7762.

**Visiting professor arriving July 1,** 1987 wishes to rent small house or 1-bedroom furnished apartment for six months. Prefer near U of T and T.W.H. Call Dr. Diamant 369-5011 or 363-5549.

**Newly appointed U/T professor** and wife require quiet, clean, 2 or 3 bedroom, furnished or unfurnished, apartment or house within 30 minutes public transport U/T. From August 1987 (minimum one year). Non-smokers, no pets, and will take excellent care. Maximum rent \$1,200. Please call collect (604) 291-4627/(604) 299-7060.

**Physician arriving July 1, 1987** wishes to rent house for 6 months or 1 year. Non-smoker, non-drinker. Prefer near Women's College Hospital. Dr. Roger Thomas. (919) 355-2485.

**Visiting professor,** wife and two daughters wish small house or two bedroom apartment for July and August. Very responsible. Excellent references. Prefer Bloor Bathurst Christie area. Contact Professor Weiss 978-3324 (Mathematics Department) or 535-5776 (Home).

**Wanted: Unfurnished 1-bedroom** apartment for single non-smoker (no pets); bright, central, up to \$450/month. Please call Beth, 282-1546 (home) or 978-6020 (work).

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